

LAYERS OF DIVERSITY: PART II TUTORIAL TOOLKIT

This toolkit was made to help you train a group of people. You can either go through the tutorial as a group by viewing it online or you can download the PDF version of the tutorial. Both options are available on the Mary Amelia Women's Center website at <http://womenshealth.tulane.edu/pages/detail/65/tutorials>.

In addition to going through the tutorial, you can use the items in this toolkit to make the training more interactive. If you would like additional materials, or if you have questions, please email mac@tulane.edu.

Highlights:

- This tutorial continues the discussion of the Four Layers of Diversity Model. It focuses on the last two layers, the External Dimension and the Organizational Dimension. The External Dimension includes aspects of our lives which we have some control over, such as marital status, geographic location, educational attainment, and income. All of these aspects affect our health decisions. Some of the aspects are hard to change, and they might act as barriers to making healthy decisions. The Organizational Dimensions includes aspects of culture found in a work setting. These too can become barriers. Advocacy is introduced as a way to possibly help people overcome the barriers resulting from these layers of diversity.

Learning Objectives:

- By the end of this tutorial, you will
 - Understand the final two layers of diversity
 - Have the skills to help women overcome the barriers to breastfeeding

Duration:

- 29 PowerPoint slides
- Approximately 20 minutes

Chapters:

- The Final two layers of the Four Layers of Diversity Model
- Barriers to breastfeeding

In this toolkit, you will find the following:

- References
- Review Questions
- Answer Sheets
- Additional Activities

References

- Amelio, R. (2012). The four layers of diversity. *Color Magazine*. Retrieved from http://www.colormagazineusa.com/index.php?option=com_content&view=article&id=219:the-four-layers-of-diversity&catid=46:business
- Directors of Health Promotion and Education (2013). Shaping policy for health: Health policy & environmental change. Retrieved from http://www.dhpe.org/?page=Programs_SPH
- Gardenswartz, L. & Rowe, A. (2003). Four layers of diversity. Retrieved from <http://www.gardenswartzrowe.com/about.html>
- Mojab, C. G. (2000). The cultural art of breastfeeding. *LEAVEN*, 36(5), 87- 91. Retrieved from <https://www.lli.org/llileaderweb/lv/lvoctnov00p87.html>
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Review Questions for Layers of Diversity: Part II Tutorial

Name: _____

Date: _____

Please circle the correct answer:

1. Which of the following statements is true regarding the External Dimension?
 - A. Includes aspects of our lives which we have no control over
 - B. Includes aspects of our lives which we have complete control over
 - C. Includes aspects of our lives that remain constant over time
 - D. Includes aspects of our lives which we have some control over

2. Which of the following statements is NOT true regarding breastfeeding rates?
 - A. Married women are more likely to breastfeed their children than unmarried women
 - B. Women who live in non-MSA's are more likely to breastfeed their children than women who live in MSA's
 - C. Women with a higher educational attainment are more likely to breastfeed their children than women with a lower educational attainment
 - D. Women with a greater family income are more likely to breastfeed their children than women with a lower family income

3. Which of the following is part of the External Dimension?
 - A. Marital status
 - B. Race
 - C. Age
 - D. Gender

4. What is the final layer of diversity?
 - A. The Workplace Dimension
 - B. The Environmental Dimension
 - C. The Organizational Dimension
 - D. The Outer Dimension

5. True or False: Advocacy is the only way to minimize barriers to making healthy decisions.
 - A. True
 - B. False

Answer Sheet

1. **The correct answer is D (Includes aspects of our lives which we have some control over).**

The External Dimension includes aspects of our lives such as geographic location, income, personal habits, recreational habits, religion, educational background, work experience, appearance, parental status, and marital status. We have some control over these aspects, but sometimes they could be hard to change.

2. **The correct answer is B (Women who live in non-MSA's are more likely to breastfeed their children than women who live in MSA's).**

The opposite is true. Women who live in MSA's, or Metropolitan Statistical Areas, are more likely to breastfeed their children than women who live in non-MSA's.

3. **The correct answer is A (Marital Status).**

Race, age, and gender are all part of the Internal Dimension. These are the aspects of our lives that we have no control over.

4. **The correct answer is C (The Organizational Dimension).**

The final layer of the Four Layers of Diversity Model is the Organizational Dimension, which includes the aspects of culture found in a work setting.

5. **The correct answer is B (False).**

Advocacy is a good way to promote the creation of policies that reduce the barriers to making health decisions. However, it is not the only way. Also, it usually requires additional steps to make sure the new policy is actually being implemented.

Additional Activities

Watch the following video and discuss it:

- <http://www.youtube.com/watch?v=qAftgZ49IKM> – This is a video made by Emory University. It discusses ways to overcome some of the barriers to breastfeeding.

Take this quiz to find out how much of a diversity change agent you are:

- <http://www.gardenswartzrowe.com/activity.html>