

## LAYERS OF DIVERSITY: PART I 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](mailto:mac@tulane.edu).*

### Highlights:

- This tutorial introduces the Four Layers of Diversity Model. It focuses on the first two layers, Personality and the Internal Dimension. Personality includes one's values and beliefs. The Internal Dimension includes all aspects about a person that he or she cannot control, such as age, gender, and race. All of these aspects play a role in how people make decisions regarding their health behavior. Breastfeeding is used as an example to demonstrate this concept. Then, seven methods for promoting health behavior change while remaining sensitive to cultural differences are discussed.

### Learning Objectives:

- By the end of this tutorial, you will
  - Understand the first two layers of diversity
  - Have the skills to promote health behavior change while remaining sensitive to cultural differences

### Duration:

- 39 PowerPoint slides
- Approximately 20 minutes

### Chapters:

- The first two layers of the Four Layers of Diversity Model
- How diversity and culture affect breastfeeding
- Methods of promoting health behavior change while remaining sensitive to cultural differences

### In this toolkit, you will find the following:

- References
- Review Questions
- Answer Sheets
- Additional Activities

## References

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## Review Questions for Layers of Diversity: Part I Tutorial

Name: \_\_\_\_\_

Date: \_\_\_\_\_

*Please circle the correct answer:*

1. Which of the following terms best reflects “how people see the world”?
  - A. Diversity
  - B. Culture
  - C. Beliefs
  - D. Values
  
2. Which of the following is one of the four layers of diversity?
  - A. Race
  - B. Gender
  - C. Personality
  - D. Age
  
3. Which term is used to describe convictions that are held as true by an individual or group and often influence the actions of the person that holds them?
  - A. Beliefs
  - B. Values
  - C. Attitudes
  - D. Worldview
  
4. Which of the following is a method used when trying to influence health behavior change while remaining sensitive to cultural differences?
  - A. Validating
  - B. Normalizing
  - C. Creating community
  - D. Letting go
  - E. All of the above
  
5. True or False: As maternal age goes up, breastfeeding rates increase.
  - A. True
  - B. False

## Answer Sheet

**1. The correct answer is B (Culture).**

*Culture can be thought of as having multiple dimensions that reflect 'worldview,' how people see the world: their shared attitudes, beliefs, categorizations, expectations, norms, roles, self-definitions, and values.*

**2. The correct answer is C (Personality).**

*The four layers include: (1) Personality, (2) Internal Dimension, (3) External Dimension, and (4) Organizational Dimension. Race, gender, and age are all aspects of the Internal Dimension.*

**3. The correct answer is A (Beliefs).**

*Beliefs are convictions that are held as true by an individual or group, and these convictions often influence the actions of the person that holds them. Values, on the other hand, refer to the ideologies that specific individuals and communities feel are most important.*

**4. The correct answer is E (All of the above).**

*These are all methods of promoting health behavior change while remaining sensitive to cultural differences.*

**5. The correct answer is A (True).**

*This statement is based off of results from the National Immunization Survey that looked at children born in 2007. To learn more, visit [http://www.cdc.gov/breastfeeding/data/NIS\\_data/2007/socio-demographic\\_any.htm](http://www.cdc.gov/breastfeeding/data/NIS_data/2007/socio-demographic_any.htm).*

### **Additional Activities**

"The Four Layers of Diversity" is not only a useful model, but can be used as a teaching tool as well. To develop your own understanding of the impact of diversity on your life, try using the Four Layers as a reflective tool:

- Read over the factors on the four dimensions (a copy can be found on the next page). Think about how the various factors influenced the choices and decisions you made up to this point in your life. Which have had a positive impact? Which have had a negative impact? Which are you proud of? Which do you try to hide from others?
- Looking at the factors again, think about those you have difficulty in accepting in other people. Which of the factors do you make snap judgments on? Which influence your decisions in a negative manner? What factors cause you to try to avoid contact with others?
- To explore your values, create a list with the names of your closest friends on it. Next to each person's name, write some of the factors from the dimensions that you are both aware of and those you assume to be true about the person. For example: Jason: white, middle-class, college degree, single, Catholic. You can select different factors for each person. Then ask yourself: how do I treat this person differently, both in a positive and a negative manner, based on what I know, or the assumptions I am making, about the person? Where are my biases coming out?

