

# Managing Diversity

A monthly source of information, ideas, and tips for people managing a Diverse Workforce

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## A Review

By Dr. George F. Simons

Being a white, third-generation U.S. American and considering myself fully assimilated, I was emotionally overwhelmed on my first visit to Poland, from whence my grandfather immigrated to the U.S. some ninety years earlier. In contact with cultural sources of my being and flooded with memories of past generations, I suddenly knew why I behaved in certain ways that didn't fit with dominant U.S. values. I wasn't crazy, just different. The visit also brought into clear focus the familial repression of Polish identity spread over three generations, an almost forgotten shame about being who I was.

*Growing Up In America* reawakened this experience for me. In this 6 cassette series, Joe Giordano, co-author of *Ethnicity and Family Therapy* presents the experience of 12 ethnic groups of hyphenated Americans in half-hour interviews. The interviewees, 15 in all, are successful family therapists who use their professional insight to examine their roots and speak personally about the lasting conflicts, contradictions and strengths which ethnic heritage brings to living in the U.S.A.

Managing diversity efforts aim to capture the added value that comes from our differences. When it is increasingly important for us to be able to understand and use each others' strengths and respond to each others' concerns, the key insights Giordano has gathered serve not just for the therapist but for people of all sorts working together.

*Growing Up In America* talks not just about the usually targeted groups like African Americans and Latinos. It is also about the buried but nonetheless real differences of countless individuals of backgrounds considered mainstream, e.g., the Irish, Germans, Scandinavians. It is simple, non-technical and eye-opening. The short interviews make the series ideal for diversity training discussions or simply for popping into the dash during the car pool commute to work. Other groups include Americans of Chinese, Jewish, Italian, Arab and Native American descent.

The richness of human diversity is inexhaustible, and *Growing Up In America* opens our ears to a new way of hearing it.

The tapes are available from Ethnic Productions for \$12 each. Call (800)-872-8273 for more information.

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