

Module 3: Individual Peacekeeping Personnel

Lesson 3.2



Respect for Diversity



Relevance

- UN peacekeeping operations are diverse
- Local population has own culture
- Success dependent on respect for diversity



Learning Outcomes

Learners will:

- Describe cultural differences and different kinds of diversity
- Explain how “respect for diversity” contributes to effective peacekeeping
- Describe strategies to improve communication



Lesson Overview

1. Diversity
2. Cultivating an Awareness of Diversity
3. Assumptions, Prejudices & Stereotypes
4. UN Core Value of Respect for Diversity
5. Practicing Respect for Diversity



Learning Activity

3.2.1

Diversity Line

Instructions:

- Stand against the wall and listen to the instructor
- The instructor will read statements which are either true or false
- Walk up to the line on the floor when a statement is true for you
- Consider common ground and differences between you and others

Time: 10 minutes



1. What is Diversity?

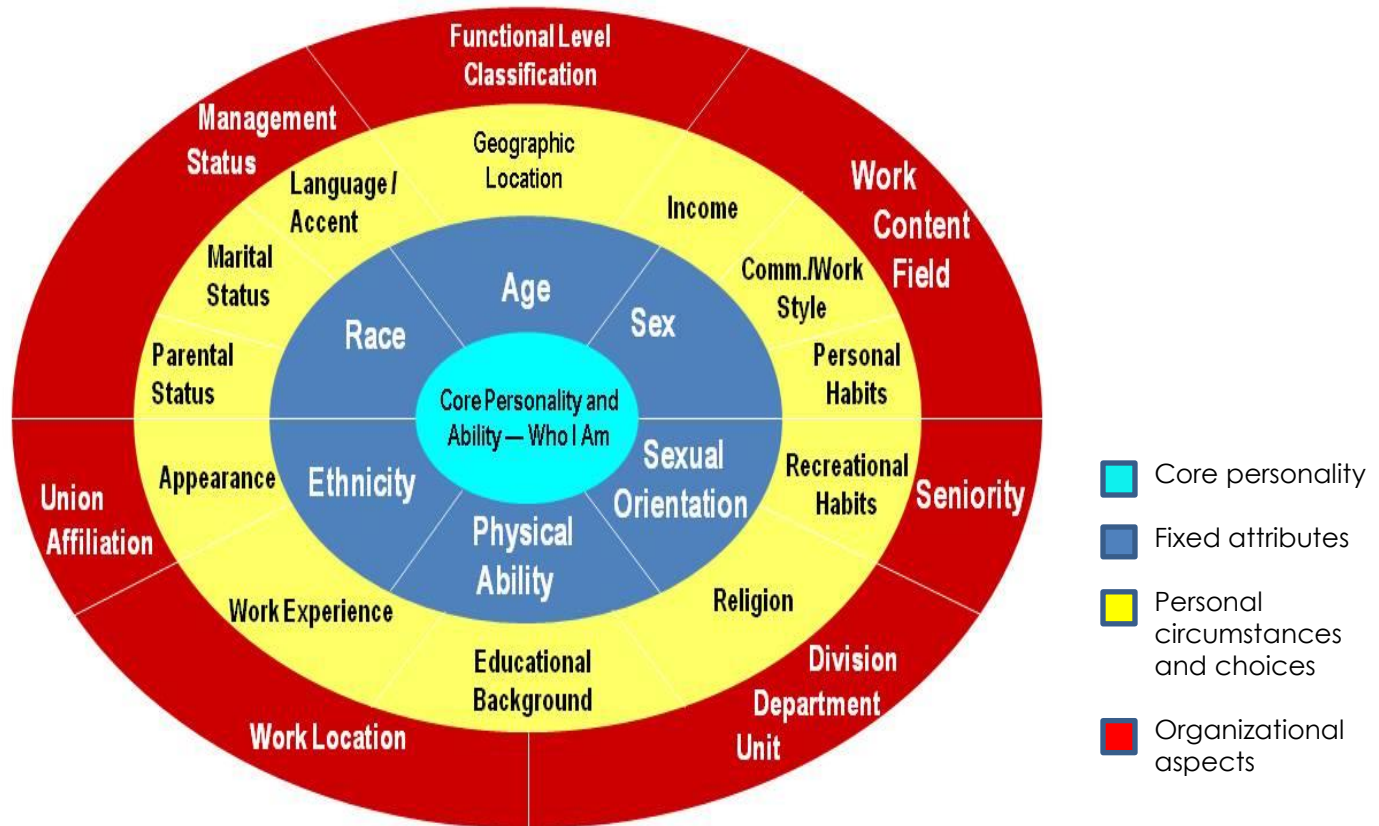
- **Diversity** means “variety” – refers to things that are different from each other





1. What is Diversity?

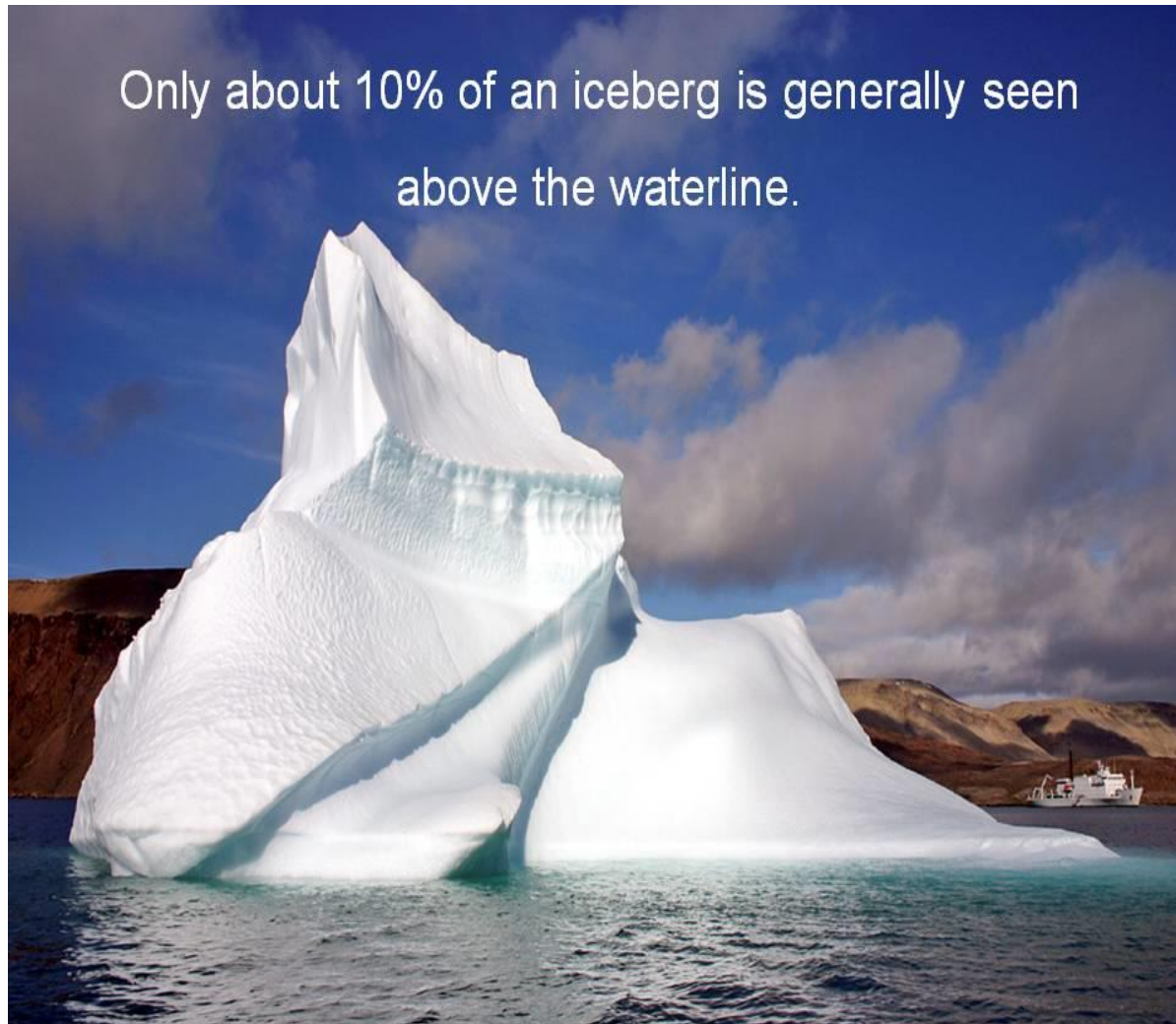
Dimensions of Diversity



Adapted from Gardenschwartz & Roe



2. Cultivating an Awareness of Diversity





Learning Activity

3.2.2

Diversity Iceberg

Instructions:

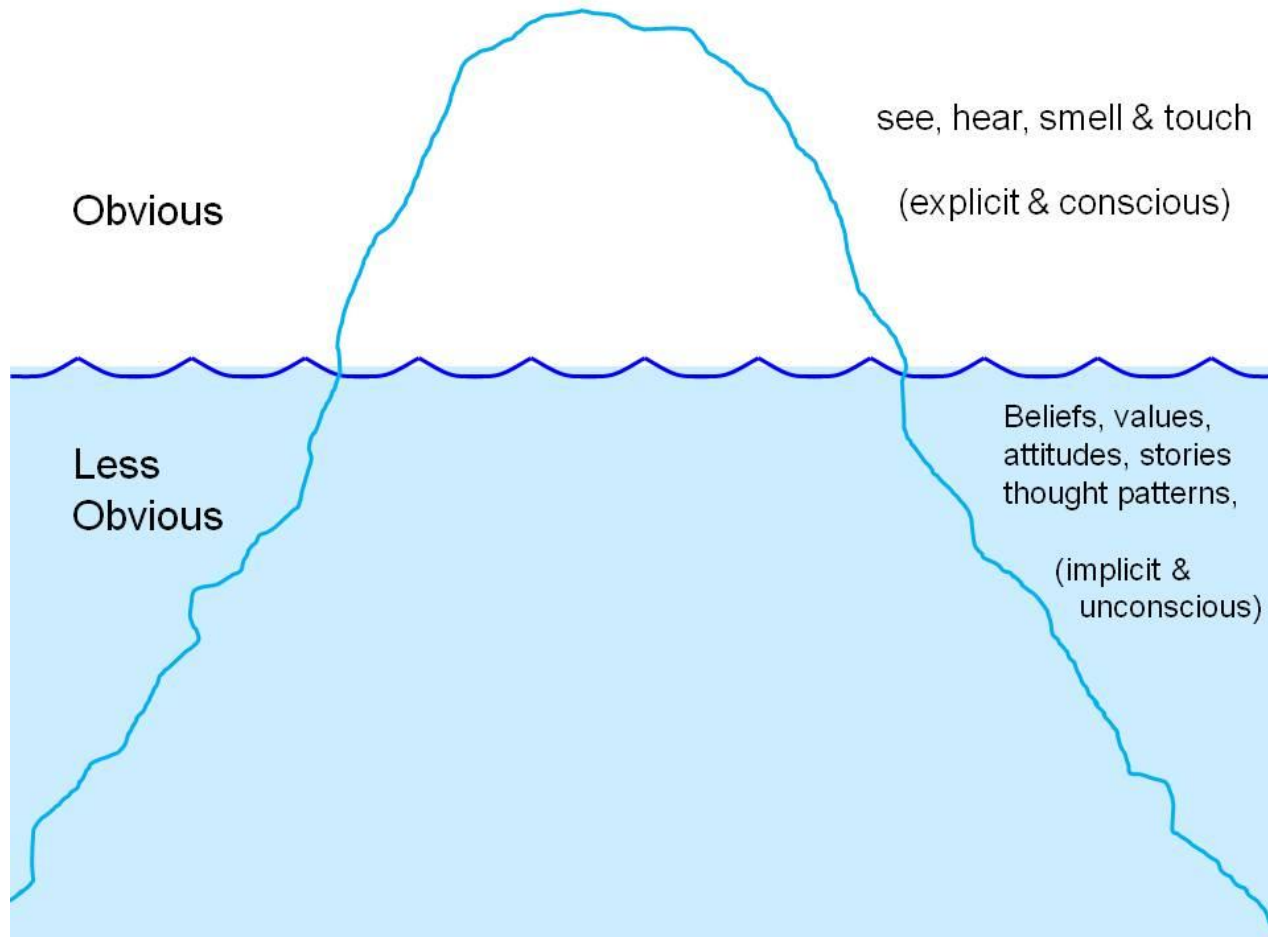
- Consider the “differences” between individuals who deploy to a mission
- What differences are obvious?
- What differences are less obvious?

Time: 15 minutes

- Brainstorming: 10 minutes
- Discussion: 5 minutes

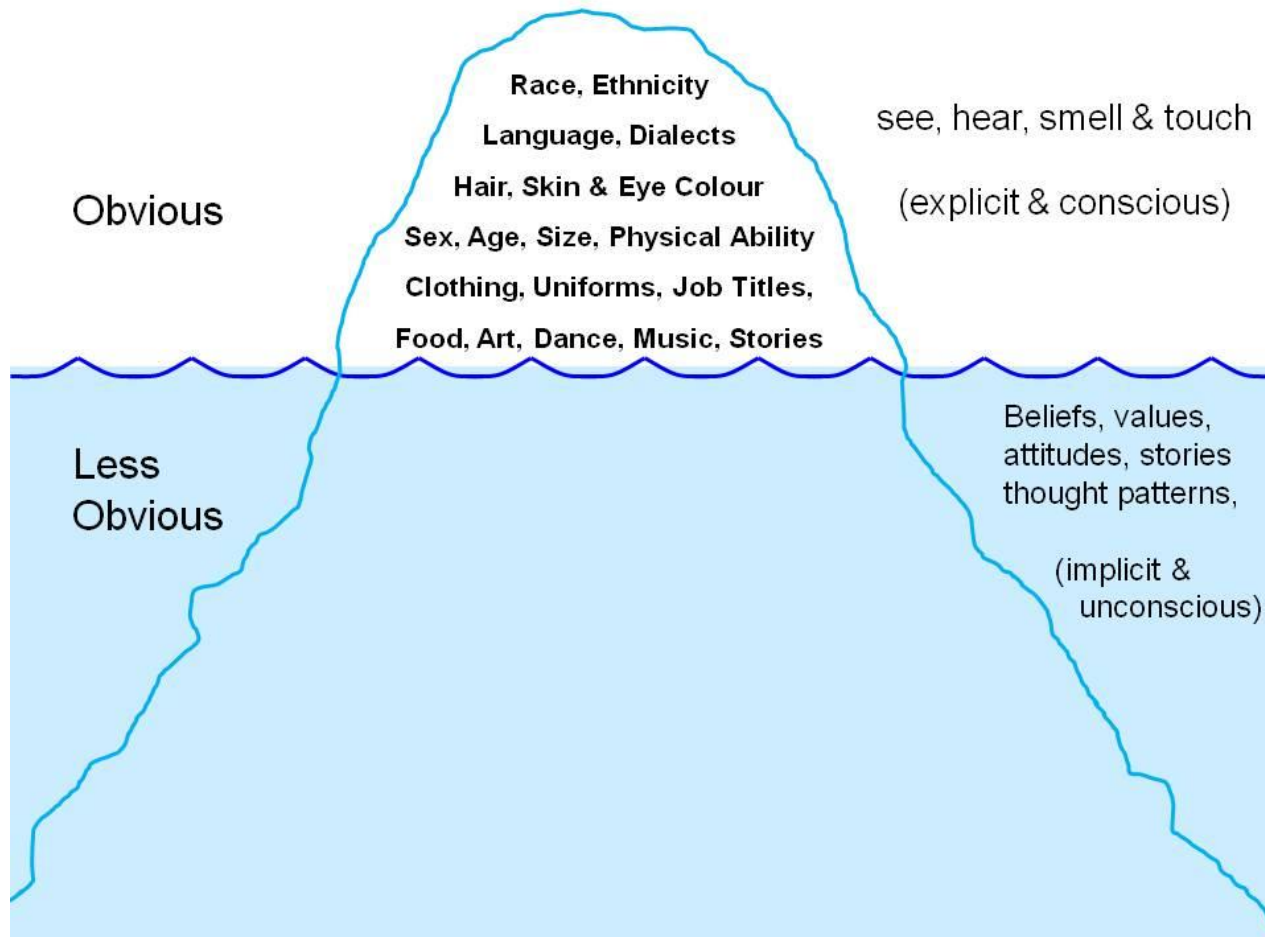


2. Cultivating an Awareness of Diversity



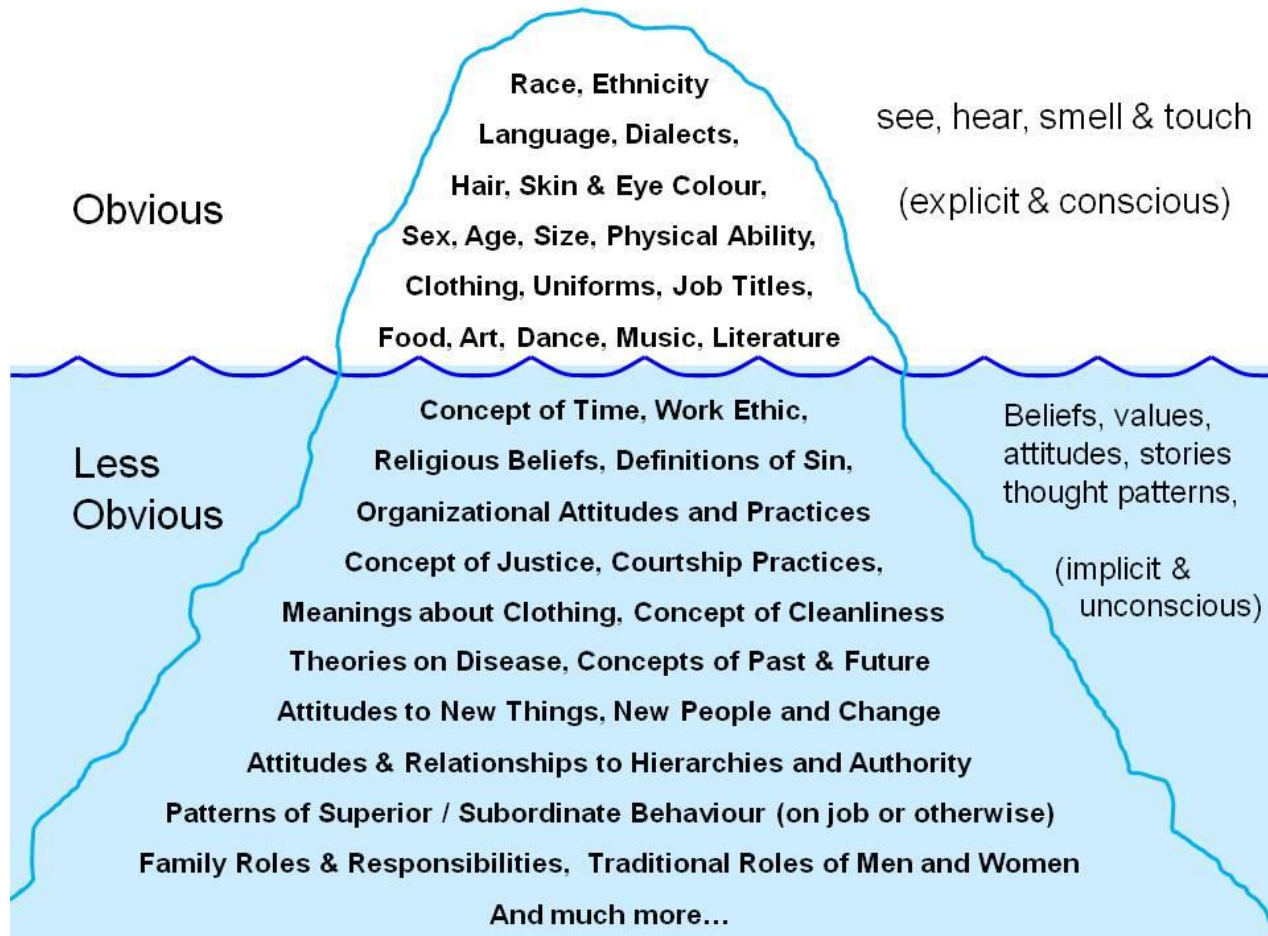


2. Cultivating an Awareness of Diversity





2. Cultivating an Awareness of Diversity





3. Assumptions, Prejudices & Stereotypes

- **Stereotypes** = beliefs about all people of a certain type
- **Prejudices** = judgments or opinions that are formed without real knowledge or examination of facts – prejudices are generally negative



4. UN Core Value of Respect for Diversity

- Work effectively with people from all backgrounds
- Treat all people with dignity and respect
- Treat men and women equally
- Show respect for diverse points of view
- Examine own biases and behaviours
- Do not discriminate against any individual or group





5. Practicing Respect for Diversity

- Attitudes regarding authority and management
- Body language and gestures
- Religion, spirituality and faith
- Family, clan and tribal connections
- Dress code
- Concepts of time
- Communication
- Learning from others





Learning Activity

3.2.3

Practicing Respect for Diversity

Instructions:

- Consider each key area of diversity
- What differences must you be aware of?
- How does practicing respect in these key areas of diversity contribute to success in your work?

Time: 5 minutes

- Brainstorming: 3 minutes
- Discussion: 2 minutes



Attitudes Regarding Authority and Management

- Remember that the difference may be cultural
- Take time to understand what is happening
- Be clear and respectful in your communications and expectations





Body Language and Gestures

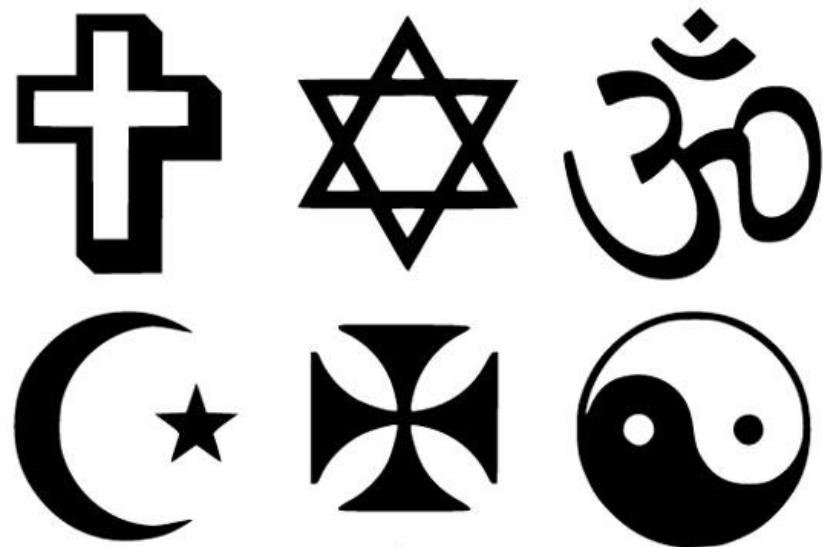
- Observe and acquaint yourself with what is culturally appropriate
- Ask colleagues for advice as needed





Religion, Spirituality and Faith

- Be aware of different religious beliefs and customs, particularly local ones
- Practice respect for all religious beliefs
- Practice respect for religious artifacts and places of worship





Family, Clan and Tribal Connections

- Pay respect to elders
- Understand family ties
- Understand local roles and traditions for men and women





Dress Codes

- Be aware of local cultural norms and climate
- Adapt yourself to local dress codes





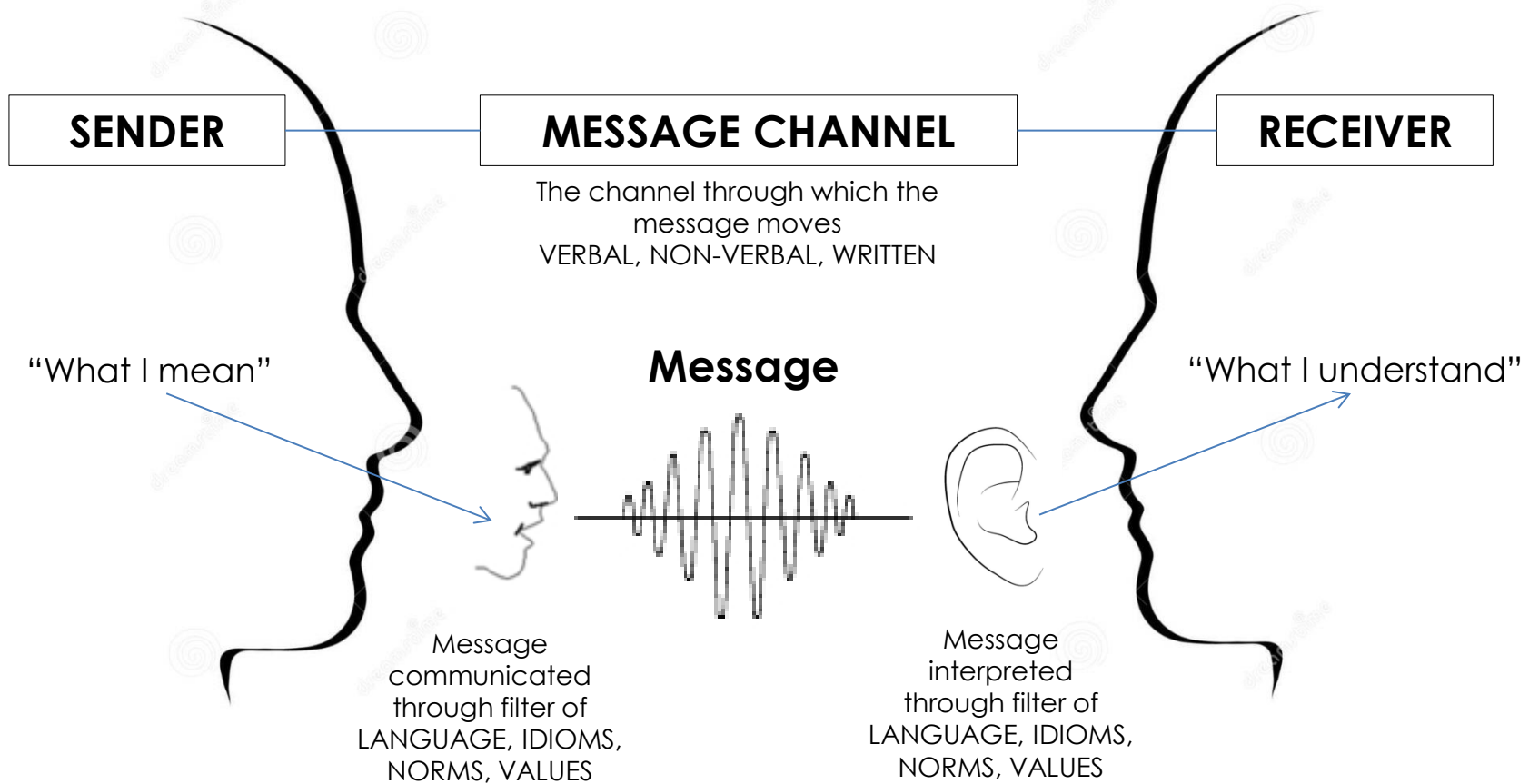
Concepts of Time

- Do not over generalize about any group's way of perceiving or managing time
- Reserve judgment about the meaning behind different attitudes and practices regarding time





Communication





Communication

- Use common words – avoid slang/idioms
- Check you are understanding and understood
- Allow time for people to speak – create opportunities for those speaking less
- Be aware of tone of voice, body language
- Practice patience
- Be careful in your use of humour





Learning from Others

- All colleagues are a great resource
- National colleagues – cultural information
- Other colleagues – experiences from other missions, cultures





Summary of Key Messages

- Diversity exists – mission environment, host country
- “Respect for diversity” contributes to effective peacekeeping
- Be aware of your communication – words, tone of voice, body language



Questions



Learning Activity

Learning Evaluation