

**2004 Department of Energy
Human Resources & EEO/Diversity
Symposium**



**Examining Race Relations in the
Workplace**

Round One

Our primary allegiance should be to the welfare of our nation, not our racial/ethnic identities.

Continuum

Strongly

Disagree

Disagree

Neither/Nor

Mostly

Agree

Completely

Agree

Round Two

No matter where you began in this society, with hard work, dedication and the opportunities that are presented by this society, there are no limitations upon you.

Continuum

Strongly

Disagree

Disagree

Neither/Nor

Mostly

Agree

Completely

Agree

Round Three

Many people of color are isolated or have no sense of identity in the mainstream; for example, at work, at school, or in social settings. They need their ethnic community to develop a sense of self.

Continuum

Strongly

Disagree

Disagree

Neither/Nor

Mostly

Agree

Completely

Agree

Round Four

Our organizations and institutions should respond to the needs of a diverse workforce and customer base.

Continuum

Strongly

Disagree

Disagree

Neither/Nor

Mostly

Agree

Completely

Agree

Round Five

The dominant culture continues to systematically oppress racial/ethnic minorities.

Continuum

Strongly

Disagree

Disagree

Neither/Nor

Mostly

Agree

Completely

Agree

Lenses

- Perceptual filters –
 - Taught
 - Seen, heard, experienced
- Influence actions/reactions
- Cultural belief system
- Business behavior

Developing Lenses

Legacies + Layers = Lenses

The 5 Lenses

- Assimilationist
- Individualist
- Separatist
- Multiculturalist
- Privileged/Oppressed

(From *The 10 Lenses: Your Guide to Living & Working in a Multicultural World*

by Mark A. Williams.)

Assimilationist Lens

“When in Rome, do as the Romans do.”

Individualist Lens

“To ignore race and treat as an individual is the spring of justice and the river of hope.”

(Leigh Van Valen, “On Discussing Human Races,” *The Evolution of Racism* (New York: Simon & Schuster, 1994) prologue.)

Separatist Lens

“My race and culture are central to my personal and public identity.”

Case Study Questions

- Through which lens(es) do you view this situation (Assimilationist, Individualist, Separatist)?
- How might your lens(es) impact your analysis of the situation? How might you intervene?

Multiculturalist Lens

Our organizations and institutions should respond to the needs of a diverse workforce and customer base.

Privileged/Oppressed Lens

The dominant culture continues to systematically oppress racial/ethnic minorities.

Case Study Questions

- Through which lens(es) do you view this situation (Assimilationist, Individualist, Separatist, Multiculturalist, Privileged/Oppressed)?
- How might your lens(es) impact your analysis of the situation? How might you intervene?

Center for Race Relations and Anti-Racism Training

In Closing. . .

“Every soul is like a
tiny drop without
which the whole
world would thirst.”

Sister Corita Kent, graphic artist.