



1. What is diversity? Get in groups and come up with a definition of the term.

Answers will vary.

2. You are going to read two definitions of diversity. As you read, compare your definition with the ones given.

[...]

WHAT IS DIVERSITY?

Just what is “diversity?” Let’s start with the short answer: differences. Human diversity means differences among people. It’s all of us in our rich and infinite variety.

[...]

DIMENSIONS OF DIVERSITY

Diversity includes everyone, because people differ from one another in many ways. In other words, there are many *dimensions of diversity*. The following are just a few dimensions of diversity:

| | | |
|-----------------------------|--------------------|---------------------|
| Gender | Sexual orientation | Parental status |
| Race | Language | Education |
| Ethnicity | Veteran status | Income |
| Age | Religious beliefs | Occupation |
| Physical and mental ability | Marital status | Geographic location |

As you can see, diversity is very broad in scope and it includes all of us.

However, some dimensions of diversity have more impact than others on the opportunities people have. The major dimensions of diversity can be categorized as **primary** and **secondary** dimensions.

The **primary** dimensions are **unalterable** and are extremely powerful in their effect. The **secondary** dimensions are important in shaping us, but we have some measure of control over them.

[...]

AN OVERVIEW of Diversity Awareness. Available at: <http://www.wiu.edu/advising/docs/Diversity_Awareness.pdf>. Accessed on: 18 Jan. 2015.

Definition of diversity

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe, positive, and **nurturing** environment. It is about understanding each other and moving beyond simple tolerance to **embracing** and celebrating the rich dimensions of diversity contained within each individual.

DEFINITION of diversity. Available at: <http://gladstone.uoregon.edu/~asuomca/diversityinit/definition.html>. Accessed on: 18 Jan. 2015.

unalterable: not possible to be altered.
nurturing: caring.

embracing (to embrace): accepting, including.

Volume 8

3. Read the definitions again and explain how they differ from each other.

Definition 1 focuses on technicalities of diversity (definition of diversity and its dimensions) while definition 2 is concerned with a broader view of diversity, which includes accepting, respecting, understanding, tolerating, embracing, and celebrating differences among human beings.

4. Match the words and phrases with the dimensions of diversity listed in the box below.

| | | |
|--------|-----------|----------------|
| gender | education | occupation |
| | language | marital status |

- a) Carpenter, child care worker, tour guide, and word processing specialist: occupation
- b) Greek, Malay, Korean, and Arabic: language
- c) middle school, high school, undergraduate school, and graduate school: education
- d) single, married, divorced: marital status
- e) male, female, transgender, and gender fluid: gender

5. The following are major dimensions of diversity. Classify them as primary and secondary dimensions according to the explanation given in the reading.

| | | |
|-------------------|------------------------------|--------------------------------|
| religious beliefs | age | sexual/affectional orientation |
| race | education | geographic location |
| marital status | physical abilities/qualities | work experience |
| ethnicity | income | military experience |
| parental status | | |

| Primary dimensions | Secondary dimensions |
|--------------------------------|----------------------|
| age | religious beliefs |
| sexual/affectional orientation | education |
| race | marital status |
| physical abilities/qualities | geographic location |
| ethnicity | work experience |
| | parental status |
| | income |
| | military experience |



Focus on listening

3 Encaminhamento metodológico.

1. What issues may arise from failing to respect diversity? Check (✓) all that apply.

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> war | <input checked="" type="checkbox"/> discrimination | <input checked="" type="checkbox"/> eating disorders |
| <input checked="" type="checkbox"/> bullying | <input checked="" type="checkbox"/> low self-esteem | |
| <input checked="" type="checkbox"/> terrorist attacks | <input checked="" type="checkbox"/> depression/suicide | |

2. You are going to listen to an excerpt of an article about one of the issues in the previous exercise. Which one is it?

Track 27 **Bullying**

3. Listen again and check (✓) all that apply.

Track 27

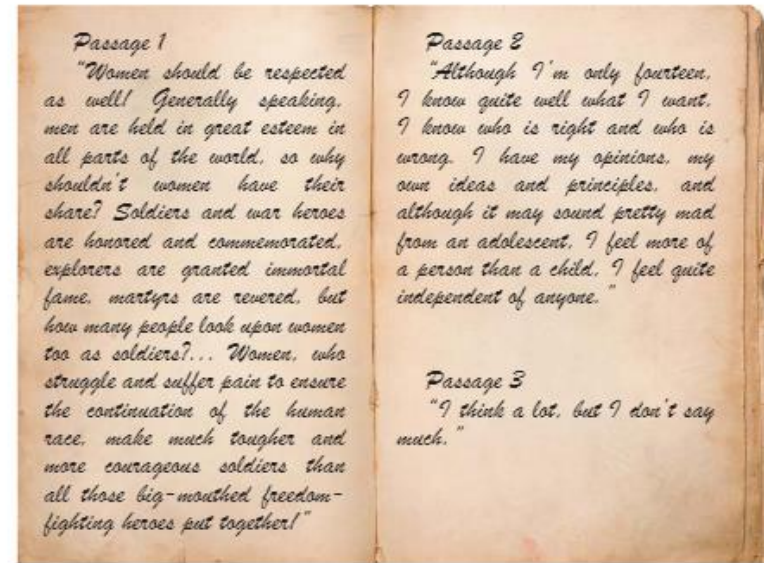
- a) () A Canadian teenage girl who wants to be a writer one day.
- b) () A Canadian teenage girl who changed schools because she had run out of people to bully.
- c) (✓) A Canadian teenage girl who changed schools because she couldn't take being bullied anymore.
- d) () A Canadian teenage girl who changed schools to study with Anne Frank.
- e) (✓) A Canadian teenage girl who was touched by the story of Anne Frank.
- f) () The Canadian teenage girl is 15 years old.

Did you know?

Anne Frank was a Jewish-German teenager who was forced to go into hiding along with her family and family friends during the Nazi occupation of the Netherlands, in 1942. Her diary was discovered in the attic where she spent the last two years of her life and was then turned into a book, *The diary of a young girl/The diary of Anne Frank*.



4. Read three passages from Anne Frank's diary and choose one to comment on. How can you connect it to your personal life?



GOODREADS. The Diary of a Young Girl Quotes. Available at: chit.psej/www.goodreads.com/work/quotes/3532896-het-achterhuis. Accessed on: 22 Jan. 2015.

Answers will vary.

Página 23



Focus on language

7 Encaminhamento metodológico.

Comparatives and superlatives

1. Read the explanations for comparatives and superlatives. Then use them to label the following sentences.

Comparatives are used to compare one or more things, people, places or situations with another thing, person, place or situation.

Superlatives are used to compare one or more things, people, places or situations with a group to which they belong.

- a) Uganda is one of the smallest countries in Africa, but it's the most diverse. **Superlatives**
- b) My school is smaller than Anne's, but it's more diverse. **Comparatives**

Pay attention!

The following table lists the spelling rules to both the comparative and superlative form of the adjectives. Observe how the number of syllables of the adjective defines the spelling of its comparative and superlative forms.

| ADJECTIVES | COMPARATIVES | SUPERLATIVES |
|---|--|---|
| most one-syllable adjectives | add <i>-er</i> • Your hair is <i>longer</i> than mine. | add <i>-est</i> • I have the <i>longest</i> hair in my class. |
| one-syllable adjectives ending in <i>-e</i> | add <i>-r</i> • Diversity is <i>nicer</i> than no diversity. | add <i>-st</i> • Diversity is the <i>nicest</i> thing ever. |
| one-syllable adjectives ending in a vowel-consonant-vowel sequence | double the last consonant and add <i>-er</i> • Brazil is <i>bigger</i> than Japan. | double the last consonant and add <i>-est</i> • Brazil is the <i>biggest</i> country in South America. |
| two-syllable adjectives ending in <i>-y</i> | drop <i>-y</i> and add <i>-ier</i> • You are <i>prettier</i> than you think. | drop <i>-y</i> and add <i>-iest</i> • She is the <i>prettiest</i> girl I have ever met. |
| two-syllable adjectives (not ending in <i>-y</i>) or longer adjectives | use <i>more</i> before the adjective • Uganda is <i>more</i> ethnically diverse than South Korea. | use <i>most</i> before the adjective • Uganda is the <i>most</i> ethnically diverse country in Africa. |

ATTENTION!

- Use *than* when comparing one thing, person, place, or situation with another:
Brazil is bigger *than* Japan.
- Use *the* with any superlative form:
Uganda is *the most* ethnically diverse country in Africa.
Brazil is *the biggest* country in South America.
- Some adjectives present irregular forms:

| | COMPARATIVE | SUPERLATIVE |
|------|-------------|-------------|
| good | better | best |
| bad | worse | worst |

2. Fill in the following table with both the comparative and superlative form of the adjectives.

| ADJECTIVE | COMPARATIVE | SUPERLATIVE |
|-------------|------------------|------------------|
| intelligent | more intelligent | most intelligent |
| cold | colder | coldest |
| warm | warmer | warmest |
| short | shorter | shortest |
| good | better | best |
| important | more important | most important |
| articulate | more articulate | most articulate |
| heavy | heavier | heaviest |
| hot | hotter | hottest |

Pay attention!

- If you want to say that two things, people, situations, places, etc. are equal, you can use *as + adjective + as*. When this structure is used in the negative form (*not as + adjective + as*), the state of equality is altered. Modifiers can also be used to alter or emphasize this state of equality (almost, not nearly, not quite, and just). Study the following examples:
My country is *as* diverse *as* yours. (equal)
My country is *not as* diverse *as* yours. (not equal)
My country is *just as* diverse *as* yours.
- To point out the inferiority of one item in comparison to another item or more items, use *less + adjective + than* for comparatives and *the least + adjective* for superlatives. Study the following examples:
Brazil is *less* diverse than Papua New Guinea.
South Korea is the *least* diverse country in the world.

3. Complete the sentences using the right form of the adjectives in parentheses.

- a) I believe Spain to be the most/least beautiful country in the world. (beautiful)
- b) What is the coldest/least cold place you've ever been to? (cold)
- c) I don't think Canada is more/less diverse than Brazil. What do you think? (diverse)
- d) David Bowie is one of the most/least eclectic artists in the music industry. (eclectic)
- e) Are Hollywood movies better than Bollywood ones? (good)
- f) Respecting diversity means to understand that any culture is as important as your own. (important)
- g) Do you think music is one of the most/least effective forms of communication among different peoples? (effective)

4. Answer the following questions.

- a) Who is the most intelligent person you know?
Answers will vary.
- b) Who is the tallest person you know?
Answers will vary.
- c) What is the most culturally diverse city you have ever visited?
Answers will vary.
- d) What time of the day are you most productive?
Answers will vary.

5. Look at the following pictures of five famous people and write sentences comparing them.



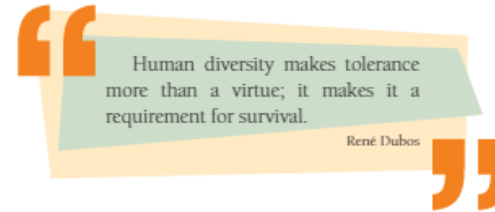
■ Ivete Sangalo (Brazil) ■ Barack Obama (USA) ■ Catherine Middleton (England) ■ María Antonieta de las Nieves (Mexico) ■ Chris Hemsworth (Australia)

Answers will vary.

6. Complete the following topics using your own ideas. Then compare your answers with one of your classmates'.

- Answers will vary.
- a) The most beautiful country in the world: _____
 - b) The most popular sport in your country: _____
 - c) The strongest person you know: _____
 - d) The oldest city in your country: _____
 - e) A soccer player who is as famous as Pelé: _____
 - f) The farthest from home you've ever been: _____
 - g) The saddest song you've ever heard: _____
 - h) A country that is more culturally diverse than Brazil: _____

7. Which sentence best explains the following quote?



- a) () Tolerance is not important when approaching diversity.
- b) () Tolerance is the only virtue needed to understand diversity.
- c) () Human diversity is more than a virtue.
- d) (✓) When approaching diversity, tolerance is the most important requirement.
- e) () Tolerance is the least important requirement when we approach diversity.



Everyday issues

9 Encaminhamento metodológico.

1. Read the quote below by Malcolm Forbes. Then answer the following question.

Diversity: the art of thinking independently together.

FORBES, Malcolm. *Malcolm Forbes Quotes*. Available at: <http://www.brainyquote.com/quotes/authors/m/malcolm_forbes.html>. Accessed on: 22 Jan. 2015.

a) How do his words apply to the success of an organization?

An organization is not likely to thrive if all of its employees think alike. Diversity of thinking is necessary to come up with solutions and innovative ideas to make it in a competitive market.



LAM STEVE GRANITZ/GETTY IMAGES

Did you know?

Malcolm Forbes was the son of B.C. Forbes, the founder of Forbes Magazine. Malcolm Forbes was born on August 19, 1919, in New York. He became a staff member at Forbes and worked his way up to president. Throughout his life, he was a passionate promoter of capitalism and continued to amass his family fortune. He died on February 24, 1990.

2. Now read the following article excerpt and check your answer to the previous question.

Diversity is more than just a **buzz-word**. In today's workplace, it can hold the key to **fostering** new ways of thinking, **reaching out** to a wider range of customers and growing your business.

[...]

Publisher Malcolm Forbes once said that 'diversity is the art of thinking independently together.' Organisations can't **thrive** and grow if everyone in them thinks and behaves the same way. Having a diverse workforce with people from different racial, educational and social backgrounds and a diverse age range opens up a **wealth** of possibilities and helps to encourage creativity and foster innovation.

[...]

Fim do livro.