

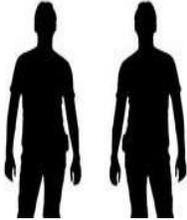
# TAKE-5 FOR INCLUSION & DIVERSITY

## Diversity Dimensions-More than Meets the Eye

(Submitted by Operations' Division I&D Champions)

### INTRODUCTION

**Scenario 1:** Bob and John are identical twins employed with NNS. Bob is an engineering manager and John is a general foreman. John is single with no children while Bob is married with two school-age children. When tasked to work on a team together; to the team's surprise, the twins came up with two very different solutions to handling the same problem.



**Scenario 2:** Mary has a technical educational background. Sarah has a liberal arts educational background. Recently the two collaborated on a high visibility product. When the product was released, it won a number of awards for its innovative, yet practical design.

**What comes to mind when you think of diversity? What characteristics make the people identified in the scenarios diverse?**

Most people think of those characteristics that can be seen such as race and gender, but there is so much more to diversity. It's generally accepted that there are four diversity dimensions that help make each of us unique. We've added a fifth dimension: Era/Generation. One way to think of the dimensions is to picture the multiple layers of an onion or head of cabbage.

**Here is a quick look at the five Diversity Dimensions beginning with the inner most layer.**

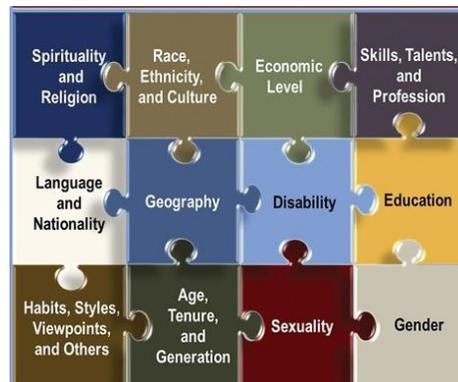
- **Personality.** Personality is the core dimension and is unique to each of us. It includes our likes and dislikes, values, and beliefs. Personality is shaped early in life and is both influenced by, and influences, the other layers throughout one's lifetime.
- **Internal.** We refer to the next layer as the internal dimension. It includes aspects of diversity over which we have no control. These include the first things we see; such as

race or gender, of which we make many assumptions and base our judgments.

- **External.** This dimension includes aspects of our lives which we have some control over. It represents the choices we make, for example: education, marital status, military experience and careers. This dimension often determines, in part, with whom we develop friendships and what we do for work.
- **Organizational.** The organizational dimension includes the aspects of culture found in a work setting. It's our experiences and positioning within our work environment. We are organizationally diverse and so are our colleagues. Consider the perceived differences of those working on carriers, submarines, various trades, engineering and even different shifts.
- **Era/Generation.** This Includes historical, political and world events that help shape our values and how we see the world.

### THINGS TO REMEMBER

- **Personality:** Is the core of diversity.
- **Share:** Diversity of thought helps create the best solutions to problems.
- **Broader View:** Diversity and inclusion should not be limited to what we see. We all have perspectives from multiple dimensions.



### RECAP

Diversity is more than meets than eye. Many times it is the differences that we cannot see that helps our teams and groups come up with the best ideas. Let's take time to get to know one another.