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Reversing the Ostrich Approach to Diversity: Pulling your head out of the sand

A. S., Ph.D. Tolbert

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Reversing the Ostrich Approach to Diversity: Pulling your head out of the sand A. S., Ph.D. Tolbert Reversing the Ostrich Approach to Diversity: Pulling your head out of the sand -- is a timely answer to the renewed urgency for diversity information, and quick implementation of action.

Presenting five, simple concepts for diversity awareness, the author, Dr. A. S. Tolbert, uses poignant, humorous examples and illustrations that mirror common behavior back to the reader. “If I can get people laughing at themselves,” says Tolbert, “much of the initial resistance to breaking a stereotypical mindset vanishes. People become less defensive, more open-minded, and receptive to making a few changes.” Once each concept has been introduced and explained, Tolbert takes the reader through a series of end-of-chapter exercises that jump-starts individual action.

Dealing with diversity challenges doesn’t have to take weeks out of people’s already over-booked schedules. Tolbert’s basic, to-the-point information, followed by do-it-now action steps, quickly sets the wheels of change in motion. It’s the kind of unifying change that also brings an opportunity to positively impact relationships, productivity, and profits.

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