

Video transcript



MyStudySeries
supporting Kiwi students through NCEA

Video title: 2.10 Respect for difference

Learning outcome:

- To understand how differences might occur within a group
- To consider four strategies to show respect for difference

Slide 3

New Zealand is a multicultural society that for the most part we take great pride in. According to the 2013 census, we have more ethnicities in New Zealand than there are countries in the world. That shows how diverse we are as a nation.

When a group comes together to perform a task or complete a challenge, they bring a variety of strengths to the table which are generally determined by the individual differences of each member.

These are not just cultural or ethnic differences. It could be age, gender, political, and differences in sexuality. Our ability to look past these differences and embrace the strengths that each member brings, is key to the success of the group.

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Respect of differences begins with the awareness that you are no more valuable or better than any other. Even if you fall into the majority, it makes that awareness much more important as it can be easier to see yourself as normal and dismiss or mock others for being strange or different.

Be aware of yourself, and your differences to other group members. It's about understanding your personality, behaviors, motivations, and thought processes. Having more self knowledge not only helps us make better choices, but also helps us understand our reactions to others.

When you are self aware, you are much more likely to value the differences of others.

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Lack of understanding often plays a role when encountering difference, so it's important to educate yourself around differences within your group to help minimize that tension.

For example, there might be cultural differences among your group. Some of us may not think much of sitting on a table, but in Maori culture and Tikanga, this is considered Tapu or sacred. Instead of throwing your hands in the air in frustration, why not educate yourself on why Maori feel

this way. Part of it links to Māori beliefs about the tapu nature of bodily wastes and the need to keep them separate from food.

You might not see a problem with this, but remember, it's about having respect for difference. Educate yourself on the cultures around you so that you're prepared and equipped to deal with any disparities.

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It's natural to gravitate toward those with whom you share commonalities and interests, but interacting with those from other cultures or people different to you will broaden your worldview and help you show respect when differences arise.

Without being pushy or critical, ask questions and exchange views. Take an interest in what it means to be in the place of other members in your group, being careful not to make unfair or insulting comparisons. Instead of making judgments, talk to members of your group, to understand them, get to know them better and to understand the context of their decisions.

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Be willing to defer and adapt to others differences when they arise, as this is often the ultimate show of respect.

If there is a disagreement on a problem or challenge, with let's say someone who is much older than you. Why not defer to your team member. Their difference in age means much greater life experience than you and even if you feel your way might be the right way, use this as a way to demonstrate respect for differences.

Deferring to another is in effect saying, "Let's do things your way. I respect and value your way of life and your experiences"

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To summarise,

We considered how we might encounter difference within a team or group environment and discussed how our multicultural society lends itself to difference

Then we looked at four strategies to demonstrate respect of difference. These were: self awareness, education, engagement and flexibility.

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