



## E Pluribus Unum

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### live case scenario

*E Pluribus Unum* is a search for diversity. It is set in a previously successful company that hasn't put much energy into making its work force diverse. This company has been recently sold to an individual who will either reinvest in it or dismantle it based on its plan for competing in the changing work force.

Samantha Townsend and Pete Gonzalez, two of the company's Affirmative Action successes, have been put together on the emergency Diversity Task Force to come up with recommendations to get the company on track.

***"Diversity is about including many to improve the results for all. Great presentation!"***

***--Participant, Fortune 500 Pharmaceutical Company***

Samantha is a very successful and highly competitive African American superstar. She keeps herself isolated and pressures herself to perform at a very high level. She knows the rules of the game in this company, and is not particularly interested in working with Pete on the Task Force. Pete is Latino, a stand-up comic in his spare time who specializes in ethnic humor. He seems like the last person to take seriously on a diversity plan. Sam and Pete grapple with incidents from the workplace and issues in their own lives as they try to save their company.

*E Pluribus Unum* doesn't attempt to give "correct" answers or "correct" behavior beyond asking each of us to be aware of other people's struggles and to be forgiving and flexible in our accommodations.

### learning objectives

- To synergize conflicting values and backgrounds
- To identify the unfairness created by unaware behavior
- To build trust in the diverse workplace
- To deal with the myths and fears about diversity

### program format

Standard or talk show format

### suitable for

- Meetings
- Seminars
- Conventions
- Retreats
- Luncheons
- Dinners

turning information into **action**