**Diversity in Organizations**

In this exercise, I’m continuing to develop my self-awareness, which is important to my coaching capacity as well as to my ability to discern my biases toward HR policies and practices in organizations. In this exercise you are to reflect upon an aspect of diversity that affects all of us, regardless of age, country, race, or even sexual orientation: gender.

Please complete a free version of The Ambivalent Sexism Inventory on the "Understanding Prejudice" website, created and maintained by Professor Scott Plous, Department of Psychology, Wesleyan University, accessed May 22, 2008 at:<http://www.understandingprejudice.org/asi/>

Once you complete the questions and obtain your score, compare it to the following average scores of men and women:

* Overall
* In your own country
* In a European country
* In a Latin American country
* In an Asian country
* In an African country

Once you have completed this, please:

Reflect on and Discuss the Meaning of Your Inventory Results in a 2-4 page paper, not including cover and reference pages, that looks something like this:

1. What are your scores, and how do they relate to the average scores of men and women overall, in your country, and in the other countries?
2. What does this tell you about your own attitudes toward the roles of men and women?
3. What does this tell you about the differences in the average male and female attitudes and perceptions among the countries you selected?
4. What insights did you gain through this exercise?
5. In what ways do you think the inventory might be improved?
6. In what ways does this relate to human resource management policies and practices?

Feel free to search the Internet for other information on sexism, prejudice, and/or gender relations, or to explore the other instruments available on the Understanding Prejudice website.

Please:

* Reference any sources that you use in your work.
* Use headings and subheadings to clearly show the structure of your analysis.
* Be sure to provide at least 2 pages of analysis described above.
* Submit your analysis by the end of time set on the posted problem.