# CULTURE AND DIVERSITY

*A listing of materials available at the Justice Institute Library*

## GENERAL BOOKS

<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Publisher/Press</th>
<th>Call Number</th>
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<tbody>
<tr>
<td>21&lt;sup&gt;st&lt;/sup&gt; Century Canadian Diversity</td>
<td>edited by Stephen E. Nancoo.</td>
<td>Mississauga, Ont.: Canadian Educators’ Press.</td>
<td>FC 105 M8 T843 2000</td>
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<tr>
<td>50 Activities for Managing Cultural Diversity</td>
<td>by Terri Dickerson-Jones.</td>
<td>Amherst, Mass.: Human Resource Development Press.</td>
<td>HV 5549.5 M5 D53 1993</td>
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<tr>
<td>Caring for Patients from Different Cultures</td>
<td>by Geri-Ann Galanti.</td>
<td>Philadelphia, Pa.: University of Pennsylvania Press.</td>
<td>RT 86.54 G35 2004</td>
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<tr>
<td>Counseling Across Cultures</td>
<td>edited by Paul B. Pedersen ... [et al.].</td>
<td>Los Angeles: Sage Publications.</td>
<td>BF 636.7 C76 C68 2008</td>
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Dictionary of Race and Ethnic Relations by Ellis Cashmore and Michael Banton. New York: Routledge. (GN 496 C37 1996) (Shelved in Reference Section. For Library use only.)

Directory, B.C. Multicultural, Anti-Racism & Immigrant Service Organizations. Vancouver, B.C.: Ministry of Multiculturalism and Immigration. (HV 4013 C26 D754 2000) (Shelved in Directories section. For Library use only.)


Doorway Thoughts: Cross-Cultural Health Care for Older Adults by the Ethnogeriatrics Committee of the American Geriatrics Society. Sudbury, Mass.: Jones and Bartlett Publishers. (RA 564.8 D66 2009 — 3 volumes)

Dynamics of Diversity: Strategic Programs for Your Organization by Odette Pollar. Menlo Park, Calif.: Crisp Publications, Inc. (HF 5549.5 M5 P645 1994)


The Ethnicity Reader: Nationalism, Multiculturalism, and Migration edited by Montserrat Guibernau and John Rex. Cambridge, England: Polity Press. (GN 495.6 E8935 1997) (Shelved in Reference Section. For Library use only.)


Immigrants Adapt, Countries Adopt – Or Not: Fitting into the Cultural Mosaic by Cherif Rifaat. Montreal, Quebec: New Canadians Press. (FC 608 I4 R545 2004)


Looking White People in the Eye: Gender, Race, and Culture in Courtrooms and Classrooms by Sherene H. Razack. Toronto, Ont.: University of Toronto Press. (HQ 1233 R293 1998)

The Loudest Duck: Moving Beyond Diversity While Embracing Differences to Achieve Success at Work by Laura Liswood. Hoboken, N.J.: Wiley. (HF 5549.5 M5 L57 2010)


Making Cultural Diversity Work by Nan Weiner. Scarborough, Ont.: Carswell. (HF 5549.5 M5 W345 1997)


Multicultural Volunteer Programs: A Self-Assessment Tool. Vancouver, B.C.: Vancouver Volunteer Centre. (HN 49 V64 M848 1990z)


Multiculturalism, Representation and the Jury Selection Process in Canadian Criminal Cases by David Pomerant. Ottawa, Ont.: Canada, Department of Justice. (KE 9348 P644 1994)
Nonverbal Behavior: Perspectives, Applications, Intercultural Insights by Aaron Wolfgang. 
Lewiston, N.Y.: C.J. Hogrefe.  (BF 637 C45 N625 1984)


(HF 5549.5 M5 L54 2004)

Race and Ethnic Relations in Canada edited by Peter S. Li. Don Mills, Ont.: Oxford University Press.  (FC 104 R3 R224 1999)


(RC 455.4 E8 S77 2005)


(HV 9469 U53 1993)
Understanding Diverse Families: What Practitioners Need to Know by Barbara F. Okun. New York: Guilford Press. (RC 488.5 O388 1996)

Understanding Intercultural Communication by Jane Suderman. Scarborough, ON: Nelson. (GN 345.6 S92 2006)

Unequal Relations: An Introduction to Race, Ethnic and Aboriginal Dynamics in Canada by Augie Fleras. Toronto: Pearson Prentice Hall. (FC 104 F55 2009)

Voices of Diversity: Real People Talk About Problems and Solutions in a Workplace Where Everyone is not Alike by Renee Blank and Sandra Slipp. New York: Amacom. (HF 5549.5 M5 B55 1994)


GENERAL DVDs

D589 As Simple as Respect: Diversity, Respect and Inclusion in the Workplace (DVD, 38 minutes)
Features a series of workplace vignettes that illustrate disrespectful behaviour and how to correct it. Both employees and managers will be able to use the seven commonsense guidelines to discuss issues of respect in a diverse workplace as it relates to their own experiences and behaviour. (RG Training Resources) (HF 5549.5 M5 A8 2004)

D869 Colourful Lives: Voices of Transracial Adoptees (DVD, 56 minutes)
This documentary hears local adoptees as they give voice to the challenges of growing up transracially and transculturally adopted. (Adoptive Families Association of BC) (HV 875.7 C26 C655 2008)

D524 Confronting Racial and Gender Difference: Three Approaches to Multicultural Counseling and Therapy (DVD, 80 minutes)
Counselors and would-be counselors today often find themselves dealing with individuals from other cultures, races and backgrounds. Viewers will discover many of the issues underlying cross-racial counseling and therapy. Unintentional racism, insight into client thought processes, and specific ideas for practice are provided in this challenging video. (Kinetic Video) (BF 637 C6 C66 2004)

D638 Diversity Series: Religions, Cultures and Communities (DVD, 150 minutes)
Explores some of the many religions and cultures with which law enforcement officials come into contact. Each video clip offers tips on working with people of different faiths and backgrounds, including suggestions for inoffensive law enforcement techniques. (NCJRS) (HV 7993 D587 2006)
Generations: M.E.E.T. for Respect in the Workplace (DVD, 28 + 14 minutes) (RESTRICTED TO IN-HOUSE)  
Teaches employees and managers how to better communicate across generations in the workplace by using the M.E.E.T. (Make time to discuss; Explore differences; Encourage respect; Take personal responsibility) approach to handling conflict. (Performance Resources) (HF 5549.5 M5 G464 2006)

GENERAL VIDEOS

The Angry Eye (video, 35 minutes)  
A documentary showcasing Jane Elliott’s world-famous and provocative blue-eyed/brown-eyed exercise in discrimination. Young white American college students from various backgrounds are forced to experience the same kind of racist treatment for a day that other students who are African Americans and other minorities have had to deal with all their lives. (McIntyre Media) (BF 575 P9 E42 2001)

Babakiueria (video, 29 minutes)  
A satirical film which ridicules the colonization of indigenous people. Narrated from the perspective of black people, uses scenes from lifestyle of whites and makes generalizations about white values and lifestyle. (Le Group Multimedia Du Canada) (GN 269 B223 1986)

Bias Awareness in a Multicultural World: Tape 1 (video, 25 minutes)  
Designed to increase awareness of our own and others’ biases, this video begins the inquiry process and provokes discussion about culture, bias, stereotypes and prejudice. (College Survival) (HT 1521 B523 1991)

Blue Eyed (video, 93 minutes)  
Racial equality activist Jane Elliott conducts a sensitivity training workshop on racism and prejudice wherein a group of blue-eyed white people are subjected to discrimination and bigotry at the hands of a brown-eyed majority. (Visual Education Centre) (HT 1521 B55 1996)

Breaking the Social Barriers: The Path to Multiculturalism (video, 75 minutes)  
This project was created with the intention of being part of information and discussion meetings that promote greater cultural sensitivity. Pt. 1 discusses how racism expresses itself and how it affects society; pt. 2 explores the roots of discrimination; pts. 3 and 4 probe into the current efforts to counter racism, show people who are part of the struggle to eradicate it and offer solutions and ways to heal the wounds. (Victoria Immigrant & Refugee Centre Society) (FC 113 B747 1997)

Care Across Cultures (video, 26 minutes)  
Designed to increase the sensitivity of healthcare employees to cultural differences, the course offers guidelines for working within a diverse environment. Discusses ways to identify and reduce an EMT provider’s personal bias or prejudice, describe tendencies in how different cultural groups express pain, and discusses cultural competency. Includes an interview with Patricia Ellis, pre-hospital manager at St. Mary’s Hospital in Tucson, Arizona. (Trinity Workplace Learning) (RA 418.5 T73 C273 2006)
V1078  **Children Are Not The Problem**  (video, 30 minutes)
Daycare workers, primary school teachers and parents describe incidents of racist behaviour, its impact on young children and the need to develop educational programs that recognize Canada's multicultural community. (Congress of Black Women of Canada) (LC 1099.5 C2 C453 1991)

V590  **A Class Divided**  (video, 58 minutes)
Shows the 1968 film "Eye of the storm," documenting a third-grade classroom exercise designed to increase awareness about racism. 17 years later, the participants reunite to discuss how the exercise shaped their lives. Jane Elliott extends her experiment to a maximum security prison where corrections employees are subjected to the same blue-eye/brown-eye discriminatory conditions. (Criterion Video) (BF 575 P9 C523 1986)

V1707  **Crosstalk**  (video, 30 minutes)
This program explores some of the differences and difficulties involved in cross-cultural communication. In particular, it looks at the different types of misunderstandings which result from the different ways people from different ethnic groups use the English language. (British Broadcasting Corporation) (PE 1073 C767 1979)

V1963  **Dealing with Diversity**  (video, 12 minutes)
Brings to viewers' attention the things law enforcement officers may say or do that could offend co-workers or the public regarding their race, gender, religion, sexual orientation or disability. (Canadian Learning Company) (HV 7936 R3 D423 1993)

V1426  **Diversity: Part 1**  (video, 52 minutes)
Composed of short segments from a series which was aired on the CBC. Each section deals with an aspect of Canada's cultural diversity. "Colour of money" discusses how some advertisers are targeting their advertising to ethnic minorities. "Shani Mooto" is an artist who came from an East Indian family from Trinidad. She discusses the cultural problems of a woman breaking the silence about child sexual abuse. "No longer an island" shows Canadian International College in North Vancouver and features interviews with Japanese students who have come to study English and North American culture. In "Long hot Indian summer", a native Canadian family shares their thoughts about the Oka crisis. "All in the family" is a portrait of an extended Indo-Canadian family. "The path to your door" is a story of Arthur Hara, a second generation Japanese Canadian. "The master’s plan" shows a Feng Shui master in Vancouver. (Magic Lantern) (FC 104 D58 1993)

V1427  **Diversity: Part 2**  (video, 55 minutes)
The second collection of segments from a series which aired on the CBC celebrating the growing ethnic diversity of Canada. Segments include: a short history of the Chinese Canadian involvement in World War II; Neil Bissondath, Canadian novelist, gives his views on Canada’s multicultural policy; “Love between culture” shows examples of successful and troubled love relationships between cultures; a look at the teaching of English as a second language using graphics to aid in teaching both language and subject content; a description of the North American stereotype of Asian women and how some are attempting to change that image; a look at Bangra music, a blend of traditional Indian music and rock; a visit backstage at an English language production of a chinese opera, “A lizard is not a dragon”; a kendo practice; and, “Friends”, a reunion of two Russian immigrants in Vancouver. (Magic Lantern) (FC 104 D582 1993)
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V2289  **General Cultural Diversity in Corrections** (video, 24 minutes)
The purpose of this video is to make corrections staff aware of the importance of cultural diversity in the correctional workplace. Being aware of cultural diversity issues and showing respect for every person’s culture, both inmates and staff, will make the correctional facility operate in a more efficient manner. (Lockup USA) (HV 8763 G453 2000)

V3262  **Generations: M.E.E.T. for Respect in the Workplace** (video, 28 + 14 + 3 minutes)
Teaches employees and managers how to better communicate across generations in the workplace by using the M.E.E.T. (Make time to discuss; Explore differences; Encourage respect; Take personal responsibility) approach to handling conflict. (Performance Resources) (HF 5549.5 M5 G464 2006)

V071  **How to Read a Foreigner: Parts 1 and 2** (video, 90 minutes)
A humorous lecture by James Bostain of the Foreign Service Institute on the misunderstandings that can occur between people of different cultures. Discusses, with examples, how people send out signals based on their cultural backgrounds and how these signals are often misinterpreted by people from another culture. Discusses sounds, gestures, body taboos, dress, etc. (Canadian International Development Agency) (HM 258 H687 1974)

V1683  **Making the Differences Work: Diversity in Action** (video, 11 minutes)
Features 6 scenarios that represent common challenges employees face in valuing and managing diversity in the workplace. (Royal Bank of Canada) (HF 5549.5 M5 M233 1995)
*Also available in DVD format (D927)*

V2953  **M.E.E.T. on Common Ground** (video, 22 minutes)
This video package provides employees with the tools they need to recognize, respond to and resolve difficult interactions that can stem from individual and cultural differences. The program introduces an easy-to-grasp four-step process that is demonstrated in six timely, realistic vignettes. (Advanced Education Media Acquisitions Centre) (HF 5549.5 M5 M437 2002)

V1442  **Public Forum: Cultural Diversity and the Courts** (video, 48 minutes)
Edited from a public forum held at the Vancouver Law Courts in 1993, this video includes presentations from judges on: the rule of law, the courts and the judges, administering the criminal law, and principles of sentencing. (Law Courts Education Society of B.C.) (KEB 180 C844 1995)

V296  **Rainbow War** (video, 20 minutes)
Three kingdoms fight a war using paint, the colors red, blue and yellow representing clashing ideologies. The rainbow resulting from the battle may be interpreted on many levels. (Canadian Pacific Ltd.) (HM 258 R338 1986)

V252  **Stake-Out in Anglo-Town** (video, 8 minutes)
A reversed stereotyping, satirical look at our society, focussing on police issues. Through a Chinese police officer on patrol in “Anglotown”, this program aims to show we all make generalizations about certain groups of people, examining our possible preconceptions about minority group behaviours, and showing how mainstream Canadian values could be considered peculiar, etc. (HV 7936 P8 S733 1984)
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V1220 Stake-Out in Anglo-Town: Part II, Employment Equity (video, 10 minutes)
This program takes a satirical look at issues with reversed cultural assumptions and stereotypes. This time the focus is employment equity in the Rainbow Coalition Police Department. (Clipper Productions) (HV 7936 P8 S7332 1993)

V2548 Toward a Just Society: A Half Century of Race and Ethnic Relations in Canada (video, 52 minutes)
Presents an historical overview of race relations in Canada since WWII including Canada's restrictive policies to refugees and immigrants of colour, and the lack of access to equal rights by Japanese Canadians and Natives. Celebrates and contrasts Canada's many accomplishments: adopting human rights legislation, lifting exclusionary immigration policies, Trudeau's "just society" united by its diversity (multiculturalism). Discusses the challenges Canada faces in the future: the white supremacist movement, Quebec's independence movement, and Native self-determination. (Canadian Council of Christians and Jews) (FC 104 T69 1998)

V2044 Who Is a Real Canadian? (video, 24 minutes)
A report on multiculturalism in contemporary Canada. Topics include: history of the federal government policy, arguments from supporters and opponents, a profile of Surrey, British Columbia as a community living with the reality of diversity in Canadian society. (Canadian Broadcasting Corporation) (FC 105 M8 W45 1996)

V1230 A World of Gestures: Culture and Nonverbal Communication (video, 27 minutes)
Gestures from different cultures around the world are explored. People from many nations are shown performing all kinds of gestures accompanied by discussion on meaning, function, origin and emotional significance. (University of California Extension Media Center) (P 117 W673 1991)

BUSINESS - BOOKS


Kiss, Bow, or Shake Hands: The Bestselling Guide to Doing Business in More than 60 Countries  


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**BUSINESS - DVDs**

D850  **Cross Culture** (DVD, 6 minutes)  
Venture sits in on a business seminar aimed at tackling the tricky issues of managing globally while avoiding culture clash. The Canadian business people are learning that understanding cultural difference demands a lot more than a few helpful hints. Fons Trompenaars is an author and corporate researcher who teaches executives about the value of global etiquette and how culture can affect business and work. He says doing business on a global scale means respecting the norms of any culture and he says the biggest piece of advice he can pass on are the two phrases common everywhere - thank you and sorry. (CBC Learning) (HF 5389 C763 1994)

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**BUSINESS - VIDEOS**

V1374  **Managing Diversity** (video, 28 minutes)  
Industry is realizing that to stay competitive, it must make use of the capabilities of all the workforce, and that the demographics of the workplace has changed. Large portions of the workforce are women and minorities. Issues of racism, sexism and harassment are being addressed. This video shows some attempts to eliminate such problems by instituting: workshops on intercultural discussions on diversity, courses on English as a second language, and “consulting pairs”. Unions are now facing the same problems and starting to adjust their management to reflect the diversity of their memberships. (Visual Education Centre) (HD 8081 A5 M254 1992)

V1637  **Race, Ethnicity, Language & Religion Work Place Issues** (video, 20 minutes)  
Examines issues surrounding racial, ethnic, linguistic and religious diversity in contemporary business and industry. Topics include: stereotypes, barriers to communication, discrimination and the equal opportunity laws, and cultural sensitivity in the work place. (New Vision Media Ltd.) (HD 4903 R224 1993)
Recruitment Interviewing Across Cultures (video, 24 minutes)

Training package for personnel/administrative staff that addresses problems in job recruitment interviews when candidates and interviewers do not have the same cultural expectations/assumptions. Videotaped interviews in a London Transport Recruitment office and Asian Resource Center (England) examine organizations that unwittingly apply selection criterion that demands the same cultural styles of communication as those interviewed. Demonstrates how to overcome misunderstandings and discrimination due to cultural and language differences to run fair and effective interviews. (International Telefilm) (HF 5549.5 I6 R425 1991)

TEACHING - BOOKS


Gender and Diversity: Creating Inclusion in the College Environment developed by Joan McArthur-Blair. Victoria, B.C.: Ministry of Skills, Training and Labour and the Centre for Curriculum and Professional Development. (LC 212.863 C26 M137 1995)


TEACHING - VIDEOS

V3060 Critical Incidents. Diversity and Inclusion: Challenges in Learning and Teaching (video, 31 minutes) Presents ten dramatized vignettes which identify some of the challenges of diversity and inclusion. While most of the incidents are related to a particular discipline, the problem issues are generic and likely to be familiar to most participants. (Image Media) (LB 2331 C745 2001)

V2226 Teaching in the Diverse Classroom (video, 37 minutes) University faculty and students describe why recognizing diversity is important on today’s campus and demonstrate effective teaching in an increasingly diverse academic setting. Discusses four general strategies: include all students, recognize different ways individuals learn, promote respect for diversity in the classroom, and acknowledge diversity through curriculum choices. (University of Washington Center for Instructional Development and Research in co-operation with Instructional Media Services) (LC 1099.3 T43 1991)

For more materials on Culture and Diversity consult our other bibliographies:

- Conflict Resolution (Conflict and Culture section)
- Employment Equity
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- Intimate Partner Violence (Cultural Differences section)
- Mediation (Mediation and Culture section)
- Minorities and Policing
- Negotiation (Negotiation and Culture section)

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