

RATINGS



Just Be F.A.I.R. A Practical Approach to Diversity in the Workplace

video, 2003, 29 minutes
VisionPoint Productions
800.300.8880
vppi.com
US\$895 (VHS), \$995 (DVD)

Includes

- Facilitator and discussion guide
- Participant materials and workbook
- CD-ROM with print materials
- PowerPoint slides

Recommendation

Overall, this is an excellent stand-alone diversity training package. The videos are professionally done, the plots are realistic, and the acting is decent. The first video is similar to VisionPoint's previous diversity program, *M.E.E.T. on Common Ground*. The narration isn't strong, but the second video and excellent program package more than compensate for that weakness. The facilitator guide is well done and trainer-friendly.

Reviewed by
Matthew Reis

Do-It-Yourself Diversity

VisionPoint's *Just Be F.A.I.R.* is one of the best self-contained video programs I have seen. The first tape, *Just Be F.A.I.R.*, is a good overview of diversity. It explains what it means to be "culturally competent" and introduces the F.A.I.R. concept (feedback, assistance, inclusion, and respect). It also defines how diversity is different from affirmative action and EEO policies. It not only covers the obvious categories that you'd expect—race, ethnicity, gender, age, religion—but also diversity created by the organization, such as titles, hierarchy, salaries, division, and so on.

The video makes a good point that diversity is about relationships. A business case is made that organizations need to pay attention to the business environment, change, and diversity to achieve organizational goals.

The second tape, *F.A.I.R. in Action*, is a

series of four vignettes that highlight the main points of *Just Be F.A.I.R.* The first situation involves the importance of communicating and not being "color blind" at the expense of recognizing individual identities. The sec-

We liked...

- the high-quality
- that it's comprehensive
- that you can run it yourself

ond vignette, featuring an IT worker assisting another employee, focuses on the potential pitfalls of stereotypes. The third is an appropriate example of a person whose religious

Just Be F.A.I.R. product rating

Holds viewer interest	👍👍👍.5
Acting/Presenting	👍👍👍.5
Diversity	👍👍👍👍
Production Quality	👍👍👍.5
Value of content	👍👍👍.5
Instructional value	👍👍👍.5
Value for the money	👍👍👍.5
Overall rating	👍👍👍.5

KEY poor satisfactory good excellent

👍 👍👍 👍👍👍 👍👍👍

Could be better...


The narration could be stronger.

faith is overlooked at work when its holidays aren't treated with the same seriousness as mainstream holidays. The last situation involves a new team member who isn't included in evening meetings because child care makes that difficult. The vignettes are all plausible and serve as great discussion points for the application of the principles brought up in the workshop.

The real strength of this program lies in the second video introducing common workplace issues that might not be perceived as diversity issues. The excellent facilitator's guide has a series of well-thought-out participant exercises that can get trainees personally involved with the issues. The guide is clear and easy to navigate, and provides a lot of flexibility for the trainer. There are three different programs, ranging from one hour to a full day, and all are coded by numerical steps to the guide so that customization is straightforward. The PowerPoint presentation is also useful. The guide includes a full transcript of the video dialogue.

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