



Diversity Awareness Profile (DAP): Facilitator's Guide

Karen M. Stinson

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First published in 1991, the *Diversity Awareness Profile*, commonly known as *DAP*, is a self-assessment tool that has helped millions of individuals in organizations improve working relationships among diverse co-workers and customers by increasing the awareness of their behavior toward people and how it affects them and how an individual's behavior affects others. The *DAP* is based on data gathered in a series of focus groups, interviews, and thousands of diversity training sessions over the past twenty years. The *DAP* highlights the fact that most people don't mean to discriminate, judge, or isolate others. The purpose of this 40-item instrument is to give people an opportunity to take a snapshot of their behaviors as they are interacting with others.

The *DAP Facilitator Guide, Second Edition*, has been written to help facilitators successfully administer the *DAP* as a part of a diversity education curriculum. This fully-revised second edition walks facilitators through the preparation, administration, and debrief of the *DAP*. In addition, the guide offers key discussion questions and instructions on how to best help participants create individualized action plans.

This package includes the *Facilitator's Guide* and one *DAP* assessment.

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