PART FOUR: Organize and Outline

Public Speaking in a Global World: Inclusion, Ethics, and Critical Thinking

UPON COMPLETING THIS CHAPTER’S TRAINING, YOU WILL BE ABLE TO

1. Explain how cultural understanding affects speakers and audiences
2. Define and discuss the importance of ethics, identifying where you draw the line when faced with specific ethical dilemmas such as plagiarism
3. Define critical thinking, explaining its significance for speakers and audiences
4. Describe the relationship among ethics, critical thinking, and multiculturalism/cultural understanding
Some years back, when traveling in Australia, former president George H. W. Bush unintentionally ended up insulting those Australians who came to see him when he raised his hand and gave the V sign. The gesture in America means “Victory.” However, when two fingers are raised and the palm faces inward as President Bush’s did in Australia, to the Australians this is the equivalent of raising the middle finger in the United States. What do cultural diversity/inclusion, ethics, and critical thinking have to do with public speaking? Winning public speakers practice certain skills to reach diverse groups of receivers and to make each speaking engagement meaningful and respectful. Speakers who take cultural differences into account, demonstrating inclusivity and respect for diversity, develop messages with broad appeal. But it doesn’t stop there. Ethics and critical thinking matter too. Just as we expect athletes to play by certain rules and game referees to make fair calls, we expect speakers to make sound ethical choices—and to present their ideas, arguments, and information in a fair and balanced way. If a speaker is being unfair, we the audience then need to rely on our critical thinking skills to keep from being unknowingly manipulated. In this chapter, our goal is to help you become a culturally aware, ethical, and sound thinker—equipped with assets you can use not only on your campus but also well beyond it, including at work and in your community.

COACHING TIP

“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

—Maya Angelou

Make diversity your friend. Every audience member merits respect. Diversity is not divisive. Its recognition is inclusive. Use diversity to build a new sense of community.
Respect Different Cultures

Public speakers can prepare themselves for situations that require them to speak before diverse audiences. Cultural diversity is the recognition and valuing of difference. It encompasses such factors as age, gender, race, ethnicity, ability, religion, education, marital status, sexual orientation, and income.

Speeches and our responses to them demonstrate our understanding of difference and our tolerance for dissent. Beyond mutual respect, however, lies our own self-interest. When we demonstrate respect for cultural diversity and inclusivity, we reduce the chances of alienating members of the audience and increase the chances of eliciting the audience response we seek. By recognizing, for instance, that receivers from different cultures may be offended by different things, and that speakers from other cultures may display more or less expressiveness than their receivers, we become more culturally attuned and less culturally tone-deaf (see Table 2.1).

<table>
<thead>
<tr>
<th>TABLE 2.1 FOCUS ON CULTURAL DIVERSITY</th>
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<tr>
<td><strong>A SPEAKER WHO RESPECTS DIVERSITY</strong></td>
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<tr>
<td>Develops a complex view of issues</td>
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<td>Does not stereotype, avoiding its consequences</td>
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<td>Sees things from others’ viewpoints—empathizing with them</td>
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<tr>
<td>Is comfortable speaking before a culturally diverse audience</td>
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<tr>
<td>Does not alienate receivers by trying to impose their views on them</td>
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2.1a Attune Yourself to Difference

Why should attuning yourself to cultural differences be part of your public speaking training? According to U.S. Census Bureau statistics for 2010, the United States is composed of five large ethnic groups who identify themselves as White (223.6 million), Hispanic (50.5 million), African American (38.9 million), Asian American (14.7 million), and Native American (3.4 million). By the time the 2020 census is conducted, more than half the children in the United States are expected to be of a minority race or ethnic group. Given such statistics, there is a good chance you will find yourself speaking before audiences whose cultural backgrounds and perspectives differ from your own.

Your success depends on your ability to face up to cultural diversity and speak freely and listen critically across cultures.

Self-Assessment: Are You Prepared to Speak Before and Listen to People of Diverse Cultures?

To assess your personal preparedness to speak and listen to people of different cultures, respond to each of the following statements by labeling it as either true or false. Answer honestly.

1. I am equally comfortable speaking before people who are like me and speaking before people who are different from me. _______
2. I consider the concerns of all groups in society equally. _______
3. I am aware of how people from other cultures perceive me, including how they receive my words and actions. _______
4. I am equally comfortable listening to people from other cultures and listening to people from my own culture. _______
5. I believe in respecting the communication rules and preferences of people from other cultures, just as I would want people from other cultures to respect the communication rules and preferences of my culture. _______
6. I support the right of people from other cultures to disagree with my values and beliefs. _______
7. I understand that people from other cultures may choose not to participate in a dialogue or debate because of their culture’s rules. _______
8. I recognize that some cultures are more expressive than others. _______
9. A culture provides its members with a continuum of appropriate and inappropriate communication behaviors. _______
10. I do not believe that my culture is superior to all other cultures. _______

Interpreting Your Response

The more statements you answered with “true,” the better equipped you are to enrich the public speaking arena by welcoming people from diverse cultures into it.
2.1b Assess Your Understanding of Cultural Diversity

When speaking before audiences small or large, if we want to share ideas successfully, we need to take cultural differences into account.

2.1c Reflect Cultural Values

Culture is the system of knowledge, beliefs, values, attitudes, behaviors, and artifacts (objects made or used by humans) that we learn, accept, and use in daily life. Typically, cultural norms and assumptions are passed from the senior to the newer members of a group. Adept speakers use these cues to adapt to different audiences.

Co-cultures

Within a culture as a whole are co-cultures. Co-cultures are composed of members of the same general culture who differ in some ethnic or sociological way from the parent culture. In American society, for example, African Americans, Hispanic Americans, Japanese Americans, Arab Americans, the disabled, LGBTQ, and older Americans are just some of the co-cultures belonging to the same general culture (see Figure 2.1).

People belonging to a marginalized group—a group whose members feel like outsiders—may passively, assertively, or aggressively/confrontationally seek to reach their goals relative to the dominant culture.

- Co-culture members who practice a passive approach usually avoid the limelight or the lectern, accepting their position in the cultural hierarchy. They embrace the cultural beliefs and practices of the dominant culture. Recent immigrants to the United States who desire to attain citizenship may choose this path, hoping to blend in.

- Co-culture members who employ an assertive approach want members of the dominant group to accommodate their diversity. At the same time, they are receptive to rethinking their ideas, giving up or modifying some, but holding strong with regard to others. For example, many Muslim Americans spoke openly of their support for the War on Terror, while also expressing their desire to live according to their religious values and beliefs, which were falsely conflated with those of the terrorists behind the attacks of September 11, 2001.

- Co-culture members who take an aggressive/confrontational approach more intensely defend their beliefs and traditions, leading to their being perceived by members of the dominant culture as “hurtfully expressive” or “self-promoting.” They make...
it difficult for members of the dominant culture to ignore their presence or pretend they do not exist. Co-culture members adopt this strategy in an effort to de-marginalize themselves and actively participate in the world of the dominant culture. In their early years, the members of ACT UP, a gay rights organization, employed such an approach.

Within the context of cultural diversity, how would you identify yourself? Consider your own classroom or workplace. When you look around, do you recognize groups that constitute co-cultures? When taking a podium, remember to avoid speaking solely to one group. Public speaking is about communicating to as many listeners as possible.

**Different Communication Styles**

We need to recognize both how the culture we belong to affects our communication and how other peoples’ cultures affect theirs.

Individualistic cultures like the United States tend to use **low-context communication** (members favor a more direct communication style), while **high-context communication** (members are very polite and indirect in relating to others) is predominant in collectivistic cultures such as China. As members of an individualistic culture, North Americans tend to speak in a low-context way, addressing an issue directly rather than relying on innuendo to get the point across. Persons from Asian countries usually avoid confrontation, relying on a high-context communication style that is based on inference rather than direct statements and allows others to save face. Thus, a North American speaker may directly contradict what another person has said, while an Asian speaker’s comments are likely to be more indirect and subtle, even vague.

In some cultures, dissent and disagreement with friends and relatives is considered normal—it is possible to separate a speaker from her words—while in other cultures, speakers and their words are perceived as one. In the latter case, when you dispute someone’s words, you also cast aspersions on his or her character. As a result, rarely will one Saudi Arabian publicly criticize or chastise another because doing so would label that speaker as disloyal and disrespectful. It is important that speakers and audience members not interpret each other’s behavior based on their own frames of reference or cultural norms, but work to understand the cultural dynamics of persons from their own as well as other cultures.
2.1d Understand Cultural Identity

We also need insight into cultural identity, the internalization of culturally appropriate beliefs, values, and roles acquired through interacting with members of our cultural group. Cultural identity also is a product of our group memberships. We all belong to a number of different groups and form identities based on these group memberships, with cultural notions influencing what it means to be a group member.

- *Gender* affects the way males and females present themselves, socialize, work, perceive their futures, and communicate. Men tend to adopt a problem-solving orientation and prefer to use a linear approach to storytelling and presentations, while women typically offer more details and fill in tangential information.
- *Age* influences our beliefs about how persons our age should look and behave. An older person may be perceived as wiser. Age can also influence judgments of credibility and precipitate disagreements about values and priorities. For this reason, persons belonging to different age groups are likely to perceive issues such as Social Security reform, transgender rights, and the value of rap music differently.
- *Racial and ethnic identities*, in addition to being based on physical characteristics, are also socially constructed. Some racial and ethnic groups share experiences of oppression; their attitudes and behaviors may reflect their struggles. Thus, race influences attitudes toward controversial issues such as affirmative action, welfare reform, a interracial marriage and adoption, and racism.
- *Religious identity* is at the root of countless contemporary conflicts occurring in the Middle East, Northern Ireland, India and Pakistan, and Bosnia-Herzegovina, and it sometimes influences receiver and speaker responses to issues and world events. In the United States, for example, evangelical Christians may have a different view of the relationship between church and state than do members of other religious groups.

**COACHING TIP**

“What we have to do . . . is to find a way to celebrate our diversity and debate our differences without fracturing our communities.”

—Hillary Clinton

Creating community out of diversity depends on keeping the “isms” at bay. Because they exclude rather than include, ethnocentrism, racism, sexism, and ageism have no place in your speaker’s toolbox.
Our alumnae have made huge impacts on all sectors of our communities. In the world of entertainment, for example, Taylor Swift is a Girl Scout. In the world of athletics, so is tennis star Venus Williams. Media great Robin Roberts is a Girl Scout alumna. Virtually every female astronaut who has flown into space was a Girl Scout. And one successful businesswoman who was a Girl Scout is Ginny Rometty, CEO of IBM. . . . All the former female U.S. secretaries of state were Girl Scouts: Madeline Albright, Condoleezza Rice, and Hillary Clinton. Fifteen of the 20 women in the U.S. Senate are Girl Scout alumnae. So are more than half of the 88 women in the House of Representatives. And of the five women who currently serve as governors across our nation, four were Girl Scouts.

Embracing the values of tolerance and civility is not a hindrance to success, it is clear, but an asset because it instills the values of character, confidence and courage. That is more than a matter of opinion. According to a recent survey, nearly two-thirds of Girl Scouts view themselves as leaders, compared with 44 percent of other girls, and 52 percent of boys.9

Speakers also need to be aware of how different cultures process humor. When integrating humorous stories, keep in mind that humor does not always translate. For example, topics such as sex and dating could be distasteful to Muslims, and “your mama” jokes could be unacceptable to Zambians, because Zambian parents are revered like gods.10

By considering ethnic and cultural identity, respecting diversity, and developing our understanding of people who are unlike us, we improve our ability to use public speaking to create community.
2.1e Consider Preferred Learning Styles
Speakers need to be sensitive to how receivers prefer to learn and process information. Some of us are aural learners, others are visual learners, and some of us need to be approached at an abstract level. If a speaker offers a variety of support that appeals to more than one learning style, that speaker will succeed in reaching the audience.

2.1f Understand Difference to Build Bridges and Confidence
Acknowledging that all cultures do not share the same communication rules benefits us both as citizens and as public speakers. The more we know about those from other cultures, the more confident we become speaking or listening to others. Use the following two tips as guides.

Avoid Formulating Expectations Based Solely on Your Own Culture
When those you speak to have diverse communication preferences, acknowledge them and accept their validity. By not isolating yourself within your own group or culture, you become a more effective speaker.

Make a Commitment to Develop Speechmaking and Listening Skills Appropriate to Life in the Age of Multiculturalism and Globalization
By talking openly about controversial topics, listening to different viewpoints, and understanding how policies may inequitably affect people belonging to different cultural groups, you take a giant step toward understanding why diversity matters.

Although culture is a tie that binds, the global world grows smaller and smaller each day through technological advancement and ease of travel. Respecting difference, speaking and listening responsibly, and ethics go hand in hand. With this in mind, make it a priority to

- Be a respectful and patient listener
- Engage and ask questions—rephrase if confusion persists
- Have empathy and imagine yourself in another’s shoes
Speak Ethically

**Ethics** express society’s notions about the rightness or wrongness of an act, the distinctions between virtue and vice, and where to draw the line between what we should and should not do.11 For example, what ethical code do we expect college athletes to follow? We expect them to follow the rules and avoid performance-enhancing drugs; to play fair, not cheat. Is it any different in public speaking? The kinds of cheating that speakers and audience members engage in involve breaches in trust similar to those committed by athletes and other performers. Would you cheat to impress an audience? Or would you sacrifice your goals if they turned out not to contribute to the overall well-being of others?

Here are some more ethical quandaries to resolve:

- Is it an ethical breach to speak on a subject about which you personally don’t care?
- Is it ethical to use a fabricated story to increase personal persuasiveness but not tell the audience the story is made up?
- Is it right to convince others to believe what you do not yourself believe?
- Is it ethical to refuse to listen to a speaker you find offensive?

When facing ethical dilemmas or potentially compromising situations, our personal code of conduct guides us in making ethical choices.12 Ethical speakers treat receivers as they would want a speaker to treat them; they do not intentionally deceive listeners just to attain their objectives. You should reveal everything your listeners need to know to be able to assess both you and your message, and not cover up, lie, distort, or exaggerate to win their approval and support. A functioning society depends on our behaving ethically.

**Ethical communication** is honest and accurate and reflective, not only of your best interests but also the best interests of others. **Ethical speechmaking** has its basis in trust in and respect for the speaker and receivers. It involves the responsible handling of information as well as an awareness of and concern for speechmaking’s outcomes or consequences.
2.2a What Audiences Expect of Speakers

When receivers judge a speaker to be of good character, they are more likely to trust the speaker’s motives, concluding that the speaker will neither take nor suggest they take any action that would bring them harm.

When receivers discover that speakers have been less than candid or truthful, they lose faith in the speaker’s trustworthiness, integrity, credibility, and sincerity. Once receivers doubt a speaker, his or her words soon lose their impact, and trust, once lost, is extremely difficult to restore.

To be perceived as ethical in the eyes of audience members, adhere to the following tips.

Share Only What You Know to Be True

Receivers expect you to be honest. That said,

- Do not misrepresent your purpose for speaking
- Do not distort information to make it appear more useful
- Never deceive receivers regarding the credentials of a source

Avoid committing an overt lie (deliberately saying something that you know to be false) or committing a covert lie (knowingly allowing others to believe something that isn’t true). Whenever you hope to convey a false impression or convince another to believe something that you yourself do not believe, you are lying. Such deceptive behavior is a violation of the unspoken bond between speaker and receivers.

Respect the Audience

Your audience doesn’t want you to exploit their wants and needs, manipulate their emotions, or trick them into believing a fabrication to fuel your own desire for power or profit. Instead, they expect you to be honest and open—to engage them in dialogue and critical inquiry.

COACHING TIP

“If you say it enough, even if it ain’t true, folks will get to believing it.” —Will Rogers

Repeating what you want others to believe doesn’t make what you are saying any more true! Personal biases can affect the impact messages have. Step back and examine yours. Then add logic and reason to the mix.
Audience members have the right to be treated as your equals: Consider their opinions, try to understand their perspective on issues, respect their right to hold opinions that differ from yours, and acknowledge that you do not know it all.

**Prepare Fully**

Receivers expect you to be thoroughly informed and knowledgeable about your topic. They should be confident that you will present them with correct information, more than one side of an issue, and not knowingly mislead them by shaping, slicing, and selectively using data. You need to explore all sides of an issue (not just the ones you favor) and “tell it like it is” (not like you want your receivers to think it is).

**Put the Audience First**

Audience members have a right to expect that you will attempt to understand and empathize with them and the situations they face. A person who speaks on the importance of tax cuts for the rich without exploring the impact of such a policy on working families fails in his or her duty. Receivers also have a right to know that you will not ask them to commit an illegal act or do anything that is destructive of their welfare. For this reason, it would not be ethical to speak on a topic like the virtues of underage drinking or getting out of speeding tickets.

**Be Easy to Understand**

Audience members have a right to expect that you will talk at their level of understanding, rather than below or above it.

The audience should come away feeling they have sufficient grasp of your content to make an informed decision. If you use language unfamiliar to receivers, they will fail to grasp your message. And if you talk down to receivers, failing to recognize the knowledge base they have, they will feel insulted or belittled.

**Don’t Weaponize Words**

Although your words may not literally wound others, they can do psychological damage. Willfully making false statements about another, engaging in name-calling or other personal attacks, or using inflammatory language to incite panic is unethical. Speak civilly.

**Don’t Spin**

The audience has a right to expect that you will not manipulate their reactions by providing half-truths or failing to share information that proves you wrong. A speaker who knowingly suppresses information that contradicts their position destroys whatever bond of trust existed between speaker and audience.
Respect Difference

Audience members may have different ideas about what constitutes an interesting topic, proper language, appropriate structure, or effective delivery. In order to meet their expectations, speakers need to look at the contents of a speech through the eyes of the members of different cultures rather than assume that all audience members see things the same way. By acknowledging the differences among receivers, speakers can accomplish their goals. For example, members of some cultural groups—Africans, for example—expect to participate overtly in a speech event, even to the point of helping to co-create it, while members of other cultural groups consider such participation to be disrespectful of the speaker. Similarly, Americans may judge a presentation that is blunt and opinionated acceptable and even preferable, while Asian audience members may judge it to be rude or insensitive. Whatever their cultural backgrounds, receivers have a right to their attitudes and beliefs. They have a right to expect that you will acknowledge and respect their right to disagree with you.

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<th>TABLE 2.2 FOCUS ON ETHICS</th>
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<td><strong>AN ETHICAL SPEAKER</strong></td>
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<tr>
<td>Is intent on enhancing the well-being of receivers</td>
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<tr>
<td>Treats audience members as they would like to be treated by a speaker</td>
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<tr>
<td>Reveals everything receivers need to know to assess both speaker and message fairly</td>
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<tr>
<td>Relies on valid evidence</td>
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<tr>
<td>Informs receivers whom, if anyone, she or he represents</td>
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<td>Documents all sources</td>
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Hold Yourself Accountable

Listeners expect you to be morally accountable for your speech’s content and to distinguish your personal opinions from factual information. You are not merely a messenger; you bear responsibility for the message.

Receivers also have a right to believe that, when uncredited, the words are yours. If you present the ideas and words of others as if they were your own, then you are committing plagiarism. The word itself is derived from the Latin word plagiaris, meaning “kidnapper.” Thus, when you plagiarize, you kidnap or steal the ideas and words of another and claim them as your own (see Table 2.2).

Here are three simple steps to follow to avoid passing off someone else’s ideas or words as your own:

1. Attribute the source of every piece of evidence you cite. Never borrow the words or thoughts of someone else without acknowledging that you have done so.
2. Indicate whether you are quoting or paraphrasing a statement.
3. Use and credit a variety of sources.

When students fail to adhere to these guidelines, they expose themselves to serious personal consequences, such as academic probation or expulsion.

Credit where credit’s due. Citing sources for all your research and anything you borrow is an essential task of ethical behavior.
2.2b What Speakers Expect of Audiences

Civility, the act of showing regard for others, should be the watchword of receivers. Even if receivers disagree with a speaker, they should not heckle or shout down the speaker. Instead of cutting off speech, receivers need to hear the speaker out, work to understand the speaker’s ideas, and in time, respond with speech of their own.

Give All Ideas a Fair Hearing

Do not prejudge speakers. Evaluate what they have to say, see it from their perspective, and honestly assess their speech’s content based on what they share and not on any preconceptions you may have.

To act ethically, listen to the whole speech and process the speaker’s words before deciding whether to accept or reject the speaker’s ideas. Do not jump to conclusions and blindly accept or reject the speaker’s ideas on the basis of the speaker’s reputation, appearance, opening statements, or manner of delivery. Be a patient receiver.

Be Courteous, Attentive, and React Honestly

Speakers have a right to expect that you will listen and respond honestly and critically, not merely politely or blindly, to a presentation. To do this, you need to focus fully on the ideas being presented. Although you need not agree with everything a speaker says, you do need to provide speakers with accurate and thoughtful feedback that indicates what you have understood and how you feel about the message.

When questions are permitted after a speech, effective questioners first paraphrase the speaker’s remarks to be sure they accurately understand the speaker’s intentions, and then go on to ask a question or offer an opinion.

Speakers have a right to expect that you will listen to them regardless of any differences in age, culture, religion, nationality, class, sex, or educational background. An ethical listener recognizes that not all speakers share their perspective. But above all else, the behavior of ethical listeners does nothing to undermine a speaker’s right to be heard.

COACHING TIP

“Of all feats of skill, the most difficult is that of being honest.”
—Comtesse Diane-Marie de Beausacq

“Tell the truth, the whole truth, and nothing but the truth.” If others don’t view you as trustworthy, your words won’t matter. Truth telling is not necessarily easy. In fact, telling others the truth is often more difficult than lying. But audiences deserve the truth. Telling them lies undermines their best interests. Make truth telling part of your personal code.
Think Critically

Critical thinking—the ability to explore an issue or situation, integrate all the available information about it, arrive at a conclusion, and validate a position—plays a key role in public speaking. Both speakers and their audiences need to be critical thinkers, arriving at a judgment only after an honest evaluation of alternatives based on available evidence and arguments. Critical thinkers are honest inquirers who do not accept information without weighing its value.

It is up to you as both public speaker and listener to take an active role in the speechmaking and speech evaluation process so that you practice critical thinking rather than subvert its use. When a speaker makes an emotional appeal for your support, be diligent in determining whether information exists that justifies responding as the speaker suggests. Examine the evidence on which conclusions are based to ensure they are valid and sound, to spot weaknesses in arguments, and to judge the credibility of statements.

It is important, however, also to think creatively. Play with existing ideas so they yield new and fresh insights. Work to see the interconnectedness among ideas. It is also up to you to avoid presenting or accepting stale or faulty arguments. Look for differences or inconsistencies in various parts of a message. Ask questions about unsupported content. Decide whether conclusions are convincing or unconvincing and whether an argument makes sense. Base your opinion about the message on the evidence.

Critically thinking speakers expand receiver knowledge, introducing them to new ideas and challenging them to reexamine their beliefs, values, and behaviors. Similarly, the listener who is a critical thinker does not judge a speaker or the speaker’s remarks prematurely, is willing to reexamine ideas and beliefs, and refuses to use shoddy thinking habits to substantiate invalid conclusions. Speakers and listeners must hold each other accountable for both truth and accuracy. To accomplish this, follow the guidelines outlined in Table 2.3.

2.3a Set Goals

Prior to attending a speech, consider the speaker’s and/or the listener’s motivations for being there. Think about the degree to which the speaker is speaking to serve his own interests or the interests of others. Reflect on the degree to which your mind is open to receive the speaker’s ideas.
2.3b Analyze Consequences

After a speech, speaker and receivers evaluate one another’s behavior, their own behavior, and the likely consequences of their behavior.

For every speech event, seek to determine

- If honesty prevailed
  - If language was used ethically
- If convictions were clearly expressed
- If logical evidence was used
- If emotional appeals added interest, but did not conceal the truth, and
- If selfish interests were disclosed

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<th>TABLE 2.3 FOCUS ON CRITICAL THINKING</th>
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<td><strong>A SPEAKER WHO THINKS CRITICALLY</strong></td>
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<tr>
<td>Recognizes the limitations of their knowledge</td>
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<td>Is open-minded, taking time to reflect</td>
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<td>Pays attention to those with whom they agree and disagree</td>
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<td>Looks for good reasons to accept or reject others’ opinions</td>
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<td>Insists on getting the best information</td>
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<td>Explores what is stated and unstated, investigating all assumptions</td>
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<td>Reflects on how well conclusions fit premises and vice versa</td>
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2.3c Assess Outcomes and Their Effects

Was the speech a success or a failure and why do you think so? Think in terms of how effective the speechmaker was rather than whether the speaker was entirely effective or ineffective. For example, seek to

1. Identify what the speaker did to demonstrate respect for difference.
2. Explain what the speaker did to earn your trust.
3. Assess the effectiveness of both the words and support the speaker used. What sources did the speaker use? Were they credible?
4. Recognize the kinds of information the speaker used to support claims. Were they unbiased? Were perspectives other than those held by the speaker addressed?
5. Identify which of the speaker’s ideas you accept, which you question, and which you disagree with.
6. Determine the extent to which the speech changed you.
7. Evaluate the extent to which the speech enhanced consideration of an important topic.
8. Identify any questions you would like to ask the speaker and any information you need the speaker to clarify.

GAME PLAN

Inclusivity, Ethics, and Critical Thinking

- I have reviewed my speech for derogatory words or statements that might alienate members of the audience.
- The main ideas of my speech are supported by truthful evidence.
- All evidence, ideas, quotes, and statistics from other sources are properly cited with full credits.
- In writing my speech, I accounted for differences of opinion.
- I have reviewed my speech for instances of “spin.”
- I stand behind the words and ideas in my speech—I am accountable for my presentation.
Exercises

CULTURAL DIVERSITY, CRITICAL THINKING, AND ETHICS

Participating in the following exercises will broaden your understanding of what it means to value cultural diversity, think critically, and live up to high ethical standards.

1. The Danger of Overgeneralizing

Sometimes, when faced with people and situations we don’t know, we resort to stereotyping—a thinking shortcut that organizes our perceptions into oversimplified categories. Stereotypes exist for short people, blondes, Asians, Black people, Millennials, and older adults, just to name a few. Though many of us have been the target of others seeking to stereotype us, we likely have done the same. List assumptions you have made about others, what you did to pigeonhole and classify them, and why you now believe the assumptions you made are true or flawed.

Facing up to your assumptions about others should help prepare you to speak before them. Whenever you speak, it is important to treat the members of your audience respectfully and as individuals rather than as members of a category. Doing so demonstrates not only cultural awareness but also sound critical thinking and ethical judgment skills.

2. How We Learn Matters

If you were delivering a speech to college students on “The Effects of Grade Inflation,” what kinds of materials would you use to ensure your speech appealed to each style of learner? To facilitate this task, imagine yourself as each type of learner as you consider possible materials.

Similarly, ask yourself how persons from cultures other than your own would respond to the kinds of material you selected. To what extent, if any, do you imagine their responses would differ from your own?

By stepping outside of who you are and considering your speech from the perspective of others who differ from you, you gain fresh insights and facilitate the establishment of common ground.

3. Analyze This Speech: Thinking Critically About Diversity and Inclusion

Holger Kluge was president of the Canadian Imperial Bank of Commerce. He delivered the following remarks during a speech made to the Diversity Network Calgary, Alberta, Canada. As you read his words, consider these questions:

• What assumptions did the branch manager make?
• What did Holger Kluge learn about diversity? What have you learned?
• What ethical issues are exposed in this excerpt?
• How might critical thinking skills have avoided the problem altogether?
I’d like to begin my remarks with a story. A number of years ago we hired an employee as a teller in one of our branches. A few weeks after this individual began work, he was called into the branch manager’s office for a discussion.

The manager was a good boss and a good mentor, and he wanted to tell the employee the facts of life about working for the bank.

He told him not to expect to rise too far in the organization.

When the young man asked why, the manager replied:

“You’ve got an accent. You weren’t born in Canada. And you’re not Anglo Saxon. Basically, you’ve got the wrong name and the wrong background for advancement.”

He went on to say that the best the employee could hope for was to someday become a branch manager.

I was that employee.

The irony is, that at the time I was considered an example of the bank’s progressive hiring practices.

Somehow, the significance of this honor eluded me. In the space of a few moments, I had been banished to a wilderness of diminished expectations all because of my name, the way I spoke, and my country of origin.

That’s one experience that shaped my views on diversity, knowing what it’s like to be on the outside, having to overcome obstacles which others don’t, simply because you’re different.18

**4. Approach the Speaker’s Stand**

Speakers need to educate receivers, not merely tell them what they want to hear or serve their personal self-interests, but politicians, public relations practitioners, advertisers, talk show hosts, and other public figures often seem to violate this advice. Indeed, the use of deception by those in the public arena is not new. Keeping this in mind, choose one of the following three- to four-minute speaking assignments or one of your instructor’s choosing.

a. Identify a public figure who you believe deliberately deceived the public. Describe the alleged deception for the audience, and offer your opinion of the public figure’s behavior, specifying how you believe the person ought to have behaved.

b. Describe an ethical choice that you had to make, how you decided what to do, and why you believe your decision was right.

c. Prepare an ethical analysis of a recent speech, commercial, tabloid news report, or infomercial.
1. **Explain how cultural understanding affects speakers and audiences.** It is likely you will speak before audiences whose cultural backgrounds and values differ from your own. By respecting and adapting to difference, speakers and audiences bridge their diversity.

2. **Define and discuss the importance of ethics, identifying where you draw the line when faced with specific ethical dilemmas such as plagiarism.** Ethics reflect a society’s feelings about right and wrong. Questions of ethics arise whenever speakers and audiences interact. Receivers expect speakers to share only what they know to be true, to be fully prepared to present a speech, to consider what is in the best interests of receivers, to make it easy for others to understand them, to refrain from using words inappropriately, to refrain from putting either a positive or a negative spin on information just to win a point, to respect cultural diversity, and to be accountable for the message. Plagiarism includes both misrepresentation and lying. A plagiarist steals the ideas and words of another and claims them as his or her own. Speakers expect receivers to give them a fair hearing and to be courteous, attentive, and honest about their responses.

3. **Define critical thinking, explaining its significance for speakers and audiences.** Critical thinking is the ability to explore an issue or situation by integrating all available information, arriving at a conclusion, and being able to validate the position taken. Both speakers and receivers need to arrive at judgments only after honestly evaluating alternatives rather than on the basis of faulty assumptions.

4. **Describe the relationship among ethics, critical thinking, and multiculturalism/cultural understanding.** Critical thinking and respect for multiculturalism are integral in ethical speechmaking. By broadening the lens through which we process people and experience and working to ensure that emotion does not overcome rationality, we demonstrate our ethical commitment to and respect for the speechmaking process.

**KEY TERMS**

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