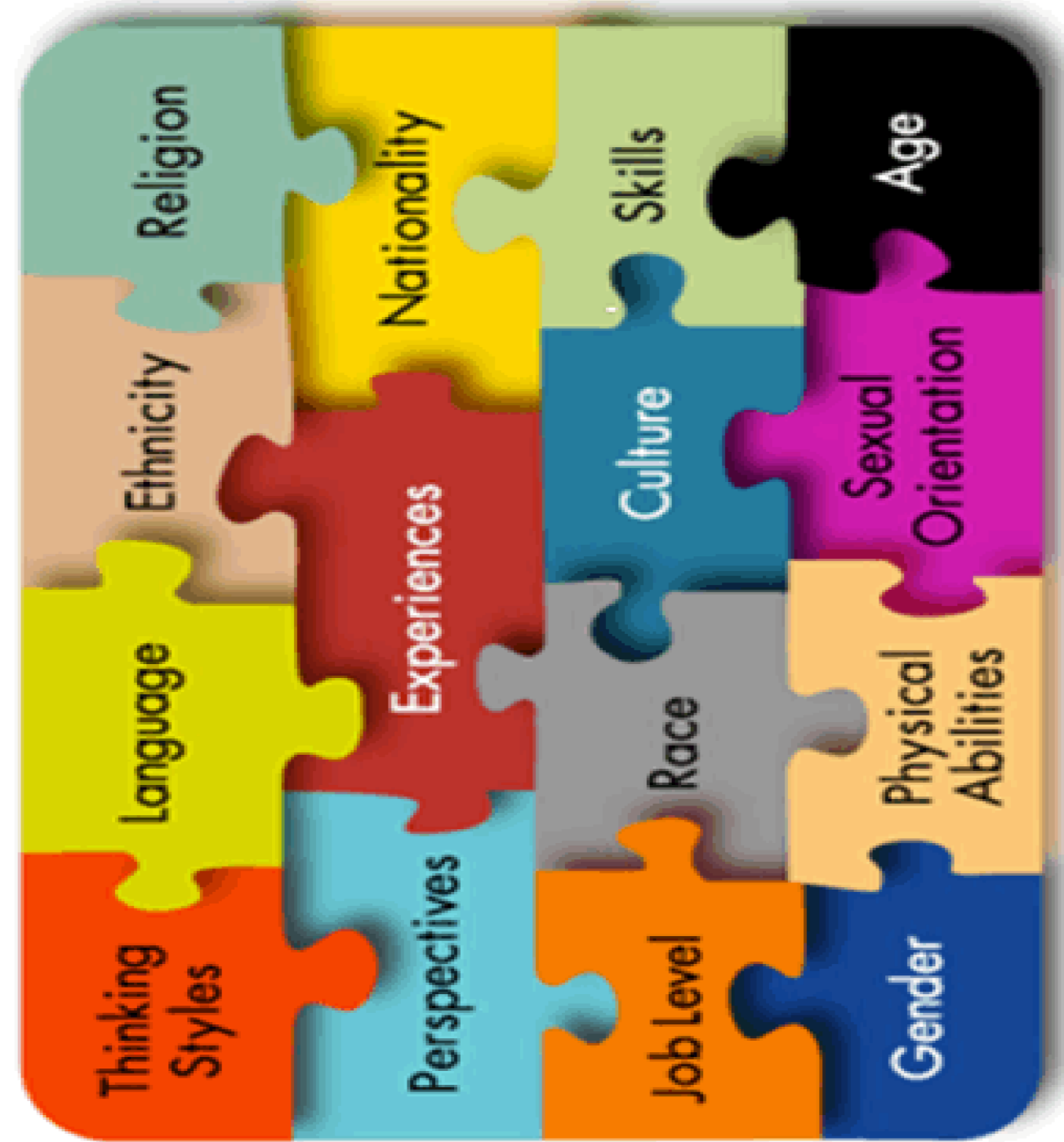




DIVERSITY

Cultural & Religious

What is diversity

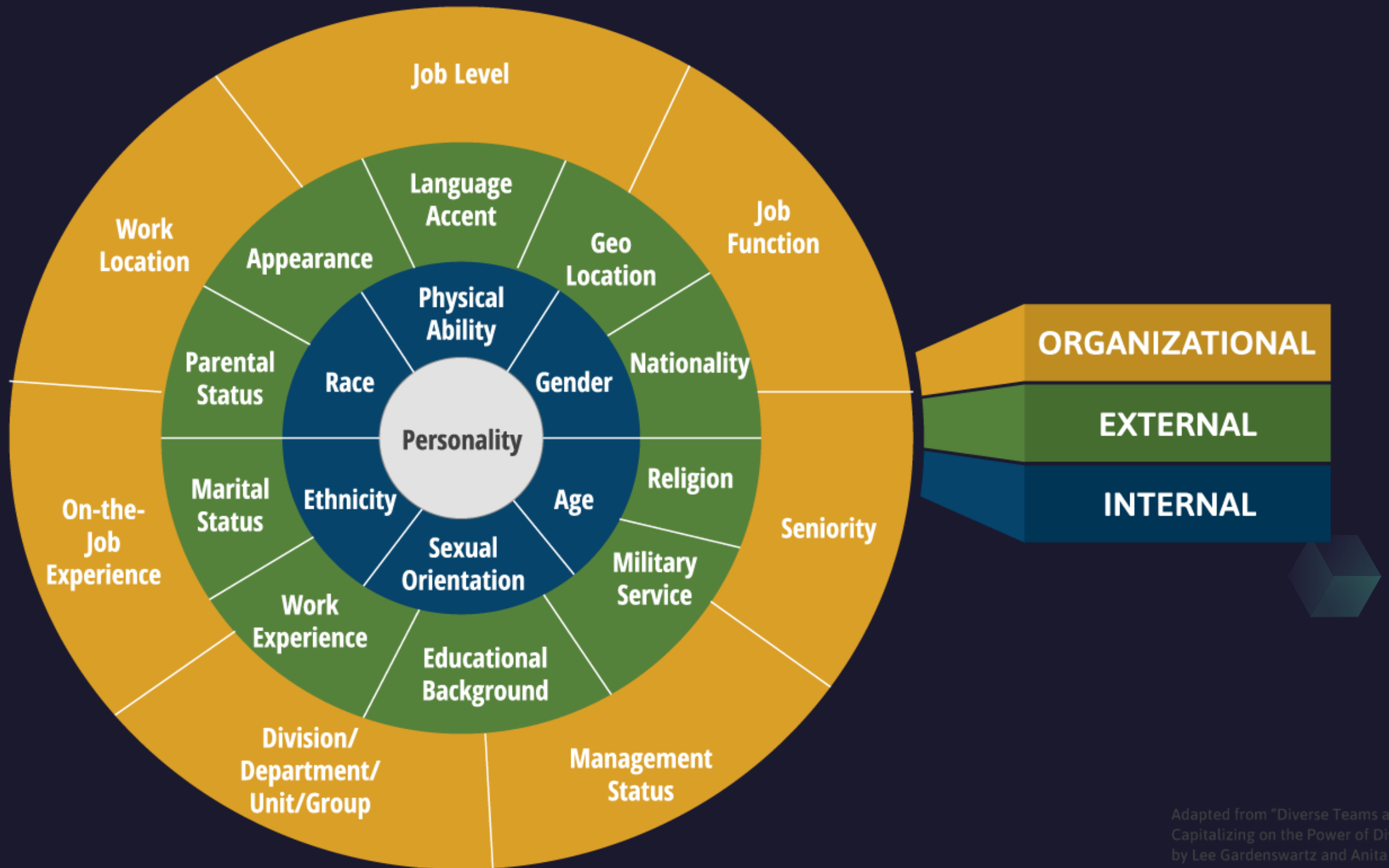
Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

OR

Diversity is a satisfying mix of ideas, cultures, races, genders, economic statuses and other characteristics necessary for promoting growth and learning among a group



Types of Diversity in the Workplace



Adapted from "Diverse Teams at Work: Capitalizing on the Power of Diversity" by Lee Gardenswartz and Anita Rowe

10 Benefits of Workplace Diversity!



Levels of Diversity

1

SURFACE-LEVEL DIVERSITY:

Diversity in the form of characteristics of individuals that are readily visible including, but not limited to, **age, body size, visible disabilities, race or sex.**

2

DEEP-LEVEL DIVERSITY:

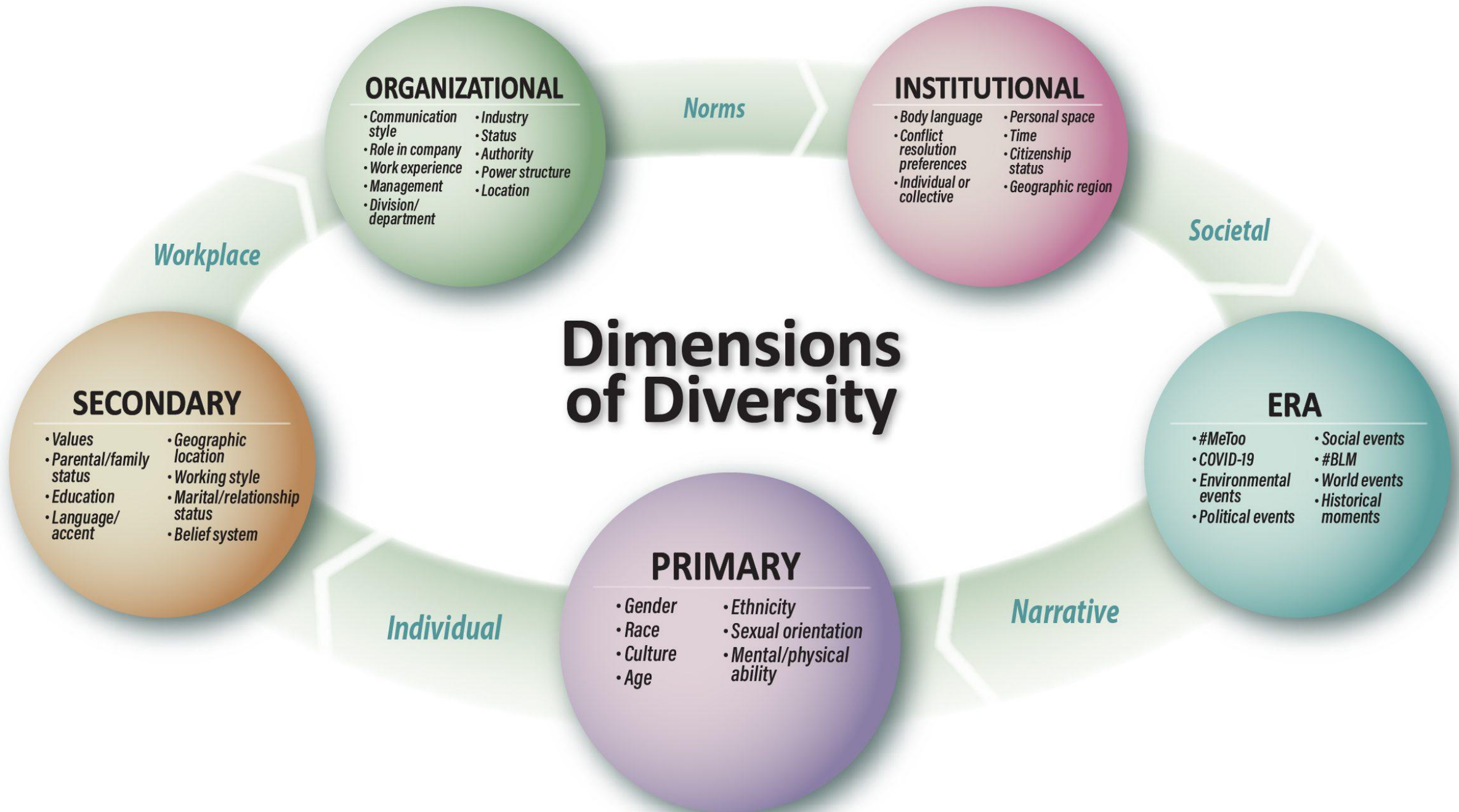
Diversity in characteristics that are **non-observable** such as attitudes, values, and beliefs, such as **religion.**

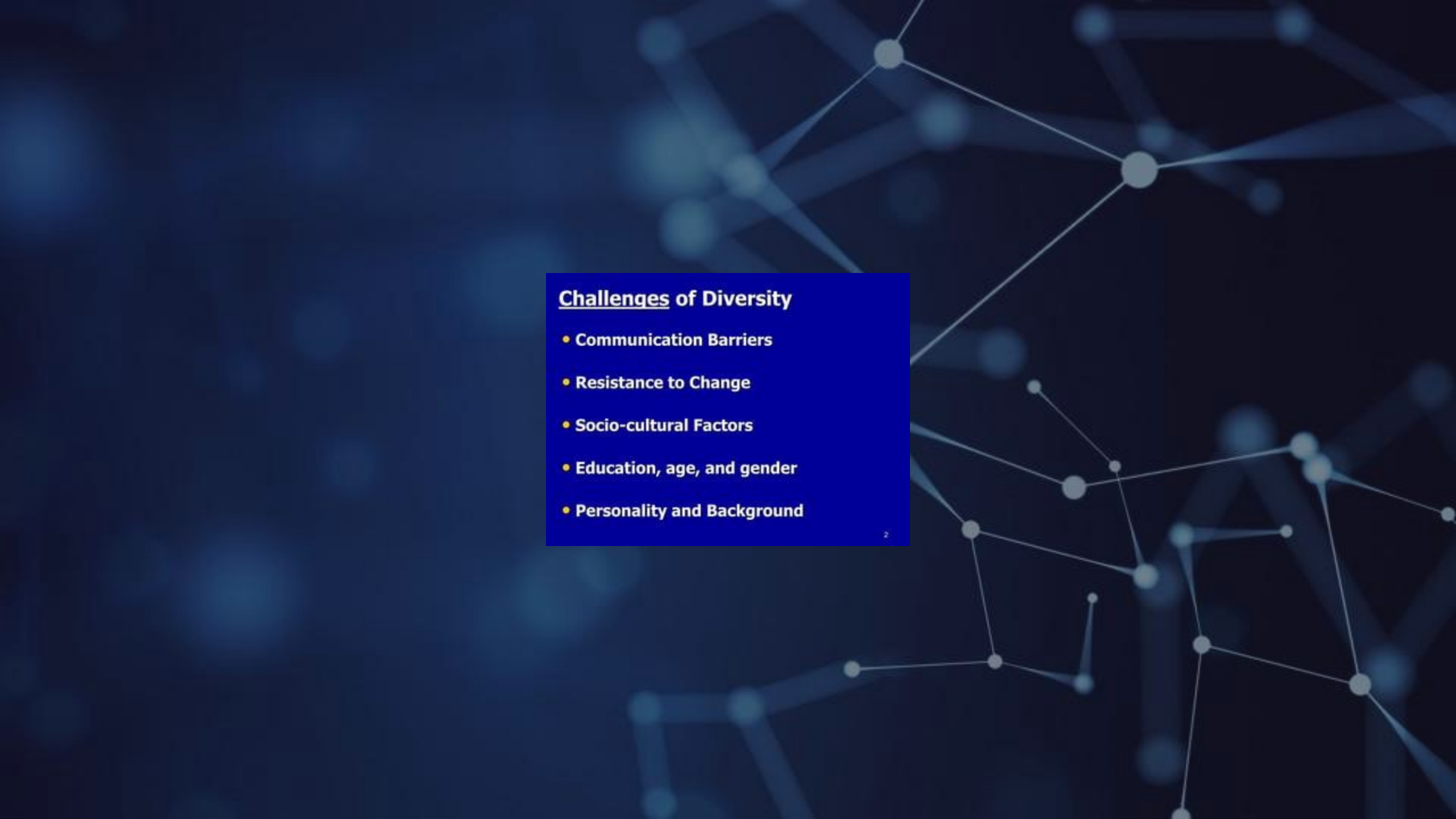
3

HIDDEN DIVERSITY:

Diversity in characteristics that are deep-level but may be **concealed** or **revealed** at discretion by individuals who possess them, such as **sexual orientation.**

Dimensions of Diversity





Challenges of Diversity

- Communication Barriers
- Resistance to Change
- Socio-cultural Factors
- Education, age, and gender
- Personality and Background



15 Minuets

Definition based

• Which of the following best defines "diversity"?

- A) A group of people with identical backgrounds.
- B) A group of people with different characteristics and perspectives.
- C) A group of people with similar interests.
- D) A group of people with the same cultural heritage.

B

Components of diversity

•Which of the following is NOT considered a dimension of diversity?

- A) Race
- B) Gender
- C) Socioeconomic status
- D) Eye color

D

Benefits of diversity

What is a potential benefit of having a diverse workforce?

- A) Increased creativity
- B) Reduced employee turnover
- C) Improved problem-solving abilities
- D) All of the above



Challenges of diversity

• Which of the following can be a challenge associated with managing a diverse workforce?

- A) Communication barriers
- B) Stereotyping
- C) Cultural misunderstandings
- D) All of the above





Thanks

