THE WORLD OF DIVERSITY

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MGMT1103: Essential Skills for Teams Collaboration

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INTRODUCTION

In today's ever-changing world, workplaces are more diverse than ever before. Organizations are striving to be inclusive and innovative. It is crucial to understand how to work well with people from different backgrounds. In this assignment, our team will look at different scenarios we might face at work. Each scenario will challenge us in unique ways when it comes to diversity.

We aim to think carefully about each situation, considering everyone's point of view, and then figuring out the best way forward. By doing this, we want to learn more about why diversity matters at work and how to create a supportive and collaborative environment.

Through these scenarios, we aim to improve at dealing with real-life situations involving diversity. Ultimately, this will help us build stronger, happier teams. So, let's get started on this journey together, embracing diversity and all the richness it brings.

SCENARIOS

1.   **Gavin's Story:** You are the leader of a talented team of software developers. Your team is working to complete an important release. Your client is flying key people in from several locations to participate in the release demonstration. With a few days remaining, Gavin, who is your team's product owner, requests to have Pride Day off, which is the same date as the demonstration. He notes that his partner already has the day off from his job. What would you do?

Answer: As the leader of the software development team, I would prioritize open communication and collaboration while addressing Gavin's request. Firstly, I would assess the impact of Gavin's absence on the release demonstration and discuss possible solutions with both Gavin and the client. If rescheduling the demonstration is not possible, I would try out other alternative options such as assigning Gavin's responsibilities to other team members or arranging for a remote participation for Gavin. Although it is important to consider Gavin's personal needs while ensuring that the team meets its commitments to the client.

2.   **Josie's Story:** You work on a machine learning team with Josie, who was just hired straight out of college with a 3.9 GPA. She is bright, enthusiastic, and assertive. In team meetings, she frequently points out alternative solutions to problems based on her recent studies. The rest of the team is older and male -- you and Josie are the only female members on the team. Josie's ideas never seem to register with the guys on the team, and they often treat her dismissively. As Josie's peer, what would you do?

Answer: As Josie's peer, I would take proactive steps to address the way the team members treat her by engaging them in discussions about the importance of diversity and inclusivity in the workplace, also stating the benefits of diverse perspectives. I would let Josie know in private that I constantly support her and encourage her to keep sharing her ideas. During team meetings, I would actively advocate for Josie's contributions to be acknowledged and valued.

3.   **Enrico's Story:** You are a project manager on a software team working on an important healthcare product. One of your developers, Enrico, pops in to discuss an idea with you. He suggests rebuilding your user interface around a new library, noting that it will improve consistency and be faster. You can see Enrico is enthusiastic about this idea, but you tell him that there is no time in the project to take this path. Later, you hear via gossip that "you didn't like his idea because he is the black guy on the team". What would you do?

Answer: Upon hearing the gossip about Enrico's idea being dismissed due to his race, I would immediately address the issue by reaching out to Enrico that his idea is greatly valued and I support his idea. I would also make him see reasons why we can't use his idea at that time. I would address the entire team to address the false thought and emphasize that all ideas are accessed based on their merits, regardless of the individual's race. I would reaffirm our commitment to diversity and inclusion within the team and take appropriate steps to prevent similar incidents from happening in the future, such as providing training on diversity and implementing a zero-tolerance policy for discrimination.

4. **Riley's Story:** You're a character animator hired on contract by a game developer. The company is really happy with your work. One day you come across a Reddit channel about the game. To your astonishment, you find the snippet below. What would you do?

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[User 1] Yeah I know, I work there, this really hot girl does the character animations

[User 2] Even the battle characters?

[User 1] All of 'em, she sits three desks away from me and is %!$&# distracting lol

[User 2] What does a girl know about gaming???

*[USer 1] u said it *eyeroll**

...

Answer: Upon discovering the ill comments about my work on a Reddit channel, I would first assess the impact of the comments on my professional reputation and the relationship with the game developer. If the comments are damaging or false, I would consider reaching out to the game developer to address the situation and clarify any misconceptions. Depending on the severity of the situation, I may also consider taking legal action for defamation of character. Also, if there is positive feedback from the game developer, I will keep up the good work to ensure that I continue producing quality work.

REFERENCE

No external references were used for this exercise. Our group met and discussed it, and came up with the plans above
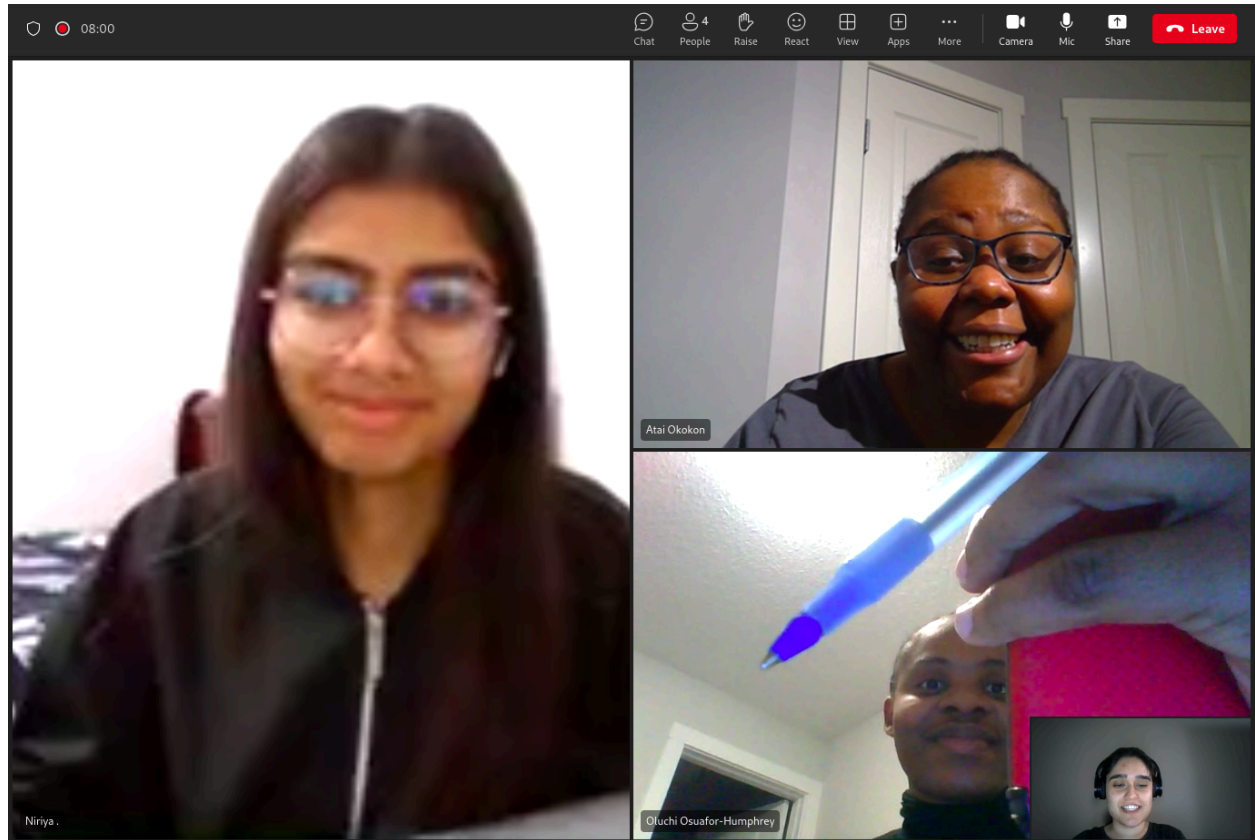
Peer Evaluation

Use the rubic below to evaluate each participant

Score 5	Full Participation
Score 4	Good Participation
Score 3	Participated
Score 2	Minimal Participation
Score 1	No Participation

Team Member	Score #
Atai Okokon	5
Oluchi Ruth Osuafor-Humphrey	5
Deepanshi	5
Niriya	5