

## **Diversity and Inclusion at Work**

- 1. Watch a Pixar <u>animated video</u> (Purl) for adults and discuss what it is about and what problem in the workplace it shows.
- 2. Now, watch a short interview with the writer-director of Purl. Were you right?
- 3. Read the text below and complete it with correct forms of the words provided.

So, What Exactly is Diversity? by Justin Fragapane

In terms of the workplace, diversity refers to an organization ensuring the	
talent pool they recruit, retain, and develop is a varied one. This means	
making efforts so that everything from different races and,	ETHNIC
genders, religions, sexual, and abilities are all well-represented	ORIENT
within your walls.	
It's also something that you should view as an opportunity – not an	
obligation, or an exercise in political	CORRECT
It's about looking past the notion of employing a diverse group	SIMPLE
of people, and instead seeing such initiatives as your organization's	
chance to tap into a diverse set of experiences, backgrounds, world views,	
and methods of problem-solving. Your clients and your audience – not to	
mention the world at large – aren't after all, so why would it	HOMOGENITY
benefit you to build a team that is?	
But one of the main things to understand when considering diversity is that	
it counts for very little without inclusion – which represents the flip-side of	
the same coin – and its success begins and ends with your company's	
culture.	
It's not just up to HR leaders, but every member of an organization to help	
foster a culture of inclusion and In relation to diversity,	ACCEPT
inclusion is specifically where team managers working on the frontlines	
hold the greatest sway over how integrated and	PERSONAL
each employee feels.	RESPECT

 $\begin{tabular}{lll} Adapted from: $\underline{$https://www.officevibe.com/blog/diversity-in-the-workplace}$ \\ \end{tabular}$ 





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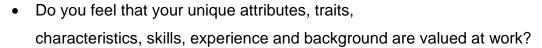
4. Complete the table with the words from the box below:

untypical varied considerate open-minded equal narrow-minded homogenous unusual disrespectful fair uniform ordinary prejudiced intolerant

ADJECTIVE	SYNONYM	ANTONYM
diverse		
tolerant		
typical		
турісаі		
biased		
respectful		

## 5. Discuss questions below:

- What is diversity? What does it mean to you?
- What is inclusion? What does it mean to you?
- What's the ratio of men and women in the company you work in? Is it above or below the average for your industry?



- Do you feel comfortable being yourself at work?
- Do you ever feel left out at work either when engaging in work activities or socially?
- What successful initiatives or best practices has your organization identified concerning diversity and inclusion issues?
- How does the composition of your board and management team reflect the environment where you live?
- 6. Your teacher will give you a debate topic. Prepare your arguments and get ready for a discussion.



