Diversity

Student Name

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Diversity

Diversity is the state of having different kinds of forms, types and ideas. In human perspective, diversity is the state of having many people with different races or cultures in a group or organization (Banks, 2015). Diversity means that people are different and unique in their own way, which is important in recognizing the differences of individuals. Diversity can be identified based on race, ethnicity, sexual orientation, gender, socioeconomic, age and other ideologies. Diversity involves assessing difference in individuality in positive, safe and nurturing way (Dawn, 2016). Diversity amongst people contain a rich dimension of differences in personalities and abilities which can benefit a society that embraces and tolerance the diversity.

Barriers to diversity in the workplace and educational environment

A negative attitude of the people in the workplace results into stereotyping and prejudice, which leads to people assigning names to people with different characteristics (Dawn, 2016). The attitude of the employees in the workplace can hinder diversity as these encourages discrimination which harm working relationships and led to reduced morale as well as productivity. therefore, a negative attitude towards a specific person or group of people who have different attributes from the others encourage stereotyping and prejudice which give rise to discrimination (Allison, 1999 ).

In the education environment, attitude is a major barrier because many young people develop a negative attitude towards each, which is common through stereotyping and prejudice. In school, students like to assign names to other students who are different from the other (Banks, 2015). This develops a stereotype against one another leading to discrimination, which affects their relationships in classrooms and lecture halls.

Another common barrier to diversity in the workplace is lack of involvement amongst employees. (Mary, 2004 ) This might arise because of the lack of awareness of the difference in cultures or business practices among the employees. However, employees need to appreciate the value of engagements in the workplace amongst each other as these create a happy and productive business environment. This means they should learn to work alongside one another and value the contributions of each employee (Ely & Thomas, 2001).

Lack of engagement amongst the students is highly common mainly because of the differences that exist between them. Students take time to learn other cultures, which hinders involvement amongst each other. Students also need to learn the value of diversity as this can enable them learn different cultures and educational practice which makes them aware of the global environment and encourage sharing of ideas (Banks, 2015). These way students are able to gain a lot from one another, which leads to innovation and improvement of standard of living of another society.

Diversity in the workplace usually involves people with different languages and cultural traditions (Mary, 2004 ). When workers cannot effectively communicate with one another because of the differences in language and cultural traditions, employees often clash. The employees with different cultural practices and languages will feel uncomfortable with other workers creating a separate environment amongst the employees. Similarly, the educational environment always consist of people with different languages and cultural practices (Allison, 1999 ). When people are unable to communicate with each due to language barrier and cultural traditions, it become frustrating which hinders progress in the classroom. For example, a student from Iran coming to United States for the first time may find it difficult to communicate in English and adjust to the cultural practices in the United States since Iran’s culture is more religious than that of United States. The student may find it stressful to communicate with the students in the United States, which slows educational progress.

Strategies for addressing issues of diversity

Recognizing a person’s diverse personality or cultural traditions is an important way to appreciate the value of diversity in the workplace or at educational environment (Ryan, 2016 ). Employees in the workplace need to display their cultural traditions or practices in order for other workers to appreciate the value of their diversity in the workplace. In the educational environment, students need to start learning about the different cultural practices to increase their global knowledge on diversity at school.

Fair treatment is another form of strategy that people can use the in the organization to encourage diversity (Ryan, 2016 ). Treating people fairly and respecting their differences encourages others within an organization to do the same. However, treating every person the same does not guarantee diversity because some situations may lead to resentment and insensitivity. For example, when the manager sets a meeting on a religious holiday for an individual. This will show that the institution does not respect the presence or religious differences of some of their employees. (Ryan, 2016 ) In the educational environment, fairness play an important role in promoting diversity amongst students. When students feel their differences are being respected, they become interactive and feel comfortable within the educational environment. This also influences their performance in school, as they are encouraged to come more often in school.

Encouraging employee interaction in the workplace is the best strategy towards encouraging diversity (Ryan, 2016 ). Employers need to encourage employees to interact with groups of different cultural heritage where they can learn different skills. When employees are encouraged to work with one another, they tend to share ideas, which leads to creativity and innovation. Their performance increase, which improves the financial position of the firm in the industry. In the education environment, encouraging student interaction also promotes diversity within the learning institution (Ryan, 2016 ). When students interact with one another they are, able to learn different cultural traditions, which can be essential in dealing, differences issues in their daily lives in school.

# References

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