1. **Conflict** exists when two or more parties have differing NEEDS, WANTS, GOALS or VALUES and express those differences. Any situation that leads to disagreement between two or more individuals.
2. **Give at least 2 Kinds of conflict**
3. **Give at least CONFLICT RESOLUTION TECHNIQUES**
4. **Give at least 1 BARRIERS TO RELIGIOUS DIVERSITY**
5. **What are the UNIVERSAL SOLUTIONS for Religion and diversity**
6. **gender gap** refers to the differences between genders in various areas of society, such as social, political, cultural, scientific, and economic achievements or attitudes.

7. Example of Gender ga[p

★ Gender pay gap

★ Gender gap in education

★ Gender gap in voting

★ Gender employment gap

8. Global Gender Gap Report is an index designed to measure gender equality. It was first published in 2006 by the World Economic Forum.

9. Sex discrimination is when someone treats you

unfairly, including bullying you, because of

your sex.

10. Types of sex discrimination

11. A **role model** can influence someone's behaviour, how they manage relationships, and the decisions they make.

12.   A role model will differ from person-to-person depending on:

- Your personality

- Your own lived experiences

- Your values and preferences

13. 10 Strategies of CULTIVATING A CLIMATE THAT FOSTERS EMPLOYEES ABILITY

1. Continuous Learning and Development

2. Supportive Leadership

3. Open Communication

4. Collaborative Environment

5. Work-Life Balance

6. Clear Goals and Expectations

7. Empowerment and Autonomy

8. Diverse and Inclusive Culture

9. Mentorship Programs

10. Recognition and Rewards

14, **MERIT** -Based policies ensures that recruitment, selection, and promotion processes are fair, transparent, and based on individuals qualifications, performance, and potential rather than on subjective factors.

15. Importance of Merit- based Recruitment

•Ensures Quality- Attracts highly skilled candidates/ applicants

•Promotes Diversity- Focus on skills and experience over other factors Enhances •Organizational Reputation- Perceived as a fair and transparent employer

16. CRITERIA FOR PROMOTION:

•Performance Evaluations

•Leadership Potential

•Contributions to the organizations

17. **Diversity** is the presence of a variety of people within a group or organization, characterized by differences in race, ethnicity, gender, sexual orientation, religion, ability, socioeconomic status, age, and other factors. It encompasses the unique qualities that make individuals different from one another.

18. TYPES OF DIVERSITY

1. Demographic Diversity: This refers to differences based on observable characteristics such as race, ethnicity, gender, age, sexual orientation, and physical ability.

2. Cultural Diversity: This includes differences in customs, traditions, beliefs, values, and languages.
    3. Thought Diversity: This involves differences in perspectives, ideas, and opinions.
    4. Experiential Diversity: This encompasses differences in life experiences, education, and professional backgrounds.

19. Theories and Principles of Diversity

- Social Identity Theory:

- Intergroup Contact Theory

20. **Diversity and Inclusion (D&I) Principles:**

- Equity: Ensuring fair treatment and opportunities for all individuals.

- Inclusion: Creating a sense of belonging and acceptance for everyone.

- Respect: Valuing and appreciating individual differences.

- Collaboration: Working together to achieve common goals.

- Accessibility: Making environments and resources accessible to all.

21. Define workplace

22. Define Diversity

23. What are the concept of diversity

24. Workplace problem?

25. How to improve the workplace effectively?

26. **A diverse group** comprises people who differ from each other in terms of certain characteristics or qualities.

27. A **diverse workplace** usually makes an effort to hire people from a range of differing backgrounds.

- 28. C**ONDUCT SKILL ASSESSMENTS**

    Assess the unique skills and strengths of each team member, regardless of their background.

- **29. FOSTER CROSS-FUNCTIONAL COLLABORATION**

    Mix up teams to encourage the exchange of diverse perspectives and break down silos.

- **30. PROVIDE EQUAL ACCESS TO TRAINING**

    Offer training and educational programs to all staff members, regardless of their gender, race, or background.

31. **5 strategies for promoting diversity in the workplace**

- **Commit to boosting your own cultural**

- **Seek out new perspectives and ideas**

- **Treat others how they want to be treated**

- **Observe diverse traditions, celebrations, and holidays from other cultures**

- **Contribute to the cultural diversity of your workplace**

32. Benefits of a productive diversity
- 34. Define I**ncreased creativity and innovation**

- **35.** Define **Enhanced productivity**

- **36.** Define **Better Decision-Making**

- **37.** Define **Improved employee engagement**

38. Managing diversity is planning and implementing organizational systems and practices to manage people so that the potential advantages of diversity are maximized while its potential disadvantages are minimized.

39. 5 Principles of managing diversity

1. **Understanding Differences**

   Take time to learn about diverse perspectives and values, fostering an inclusive environment

2. **Fair Treatment**

   Treating people equitably may require different approaches based on individual needs and circumstances.

3. **Effective Communication**

   Prioritize clear communication to bridge cultural gaps and ensure all employees feel included and understood.

4. **Challenging Bias**

   Encourage self-awareness among leaders regarding their biases and promote diverse hiring practices.

5. **Inclusive Practices**

   Implement policies that support diversity and create a culture of acceptance and respect.

40. Define BIAS

41. Define Effective communication

42. Define Fair treatment

43. Define **Understanding Differences**

44. Define Self awareness

45. Define Cultural awareness

46. Strategies in Minimizing language and literacy barriers

a. USE CLEAR AND SIMPLE LANGUAGE

b.) VISUAL AIDS

c.) TRANSLATION SERVICE

d.) CULTURAL SENSITIVITY

e.) ACCESSIBILITY FEATURES

f.) TRAINING AND EDUCATION