**Cultural Diversity**

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Every year the United States receive immigrants in large numbers; thus, many ethnic groups are living in the country ranging from African American to Russian Americans. All the groups contribute to the country's cultural heritage; thus, the country is said to be one of the countries where cultural diversity is immense (Kottak, 2015). Some people refer to America as "the land of cultural diversity." Although the United States is a society made up of immigrants, in 1915, President Woodrow Wilson, who was the sitting president, then said, "America does not consist of groups. A man who thinks of himself as belonging to a particular group in America has not yet become an American." This message was meant to urge people to live with each other peacefully. It has helped me to view every person living in America as equal, whether African-American or Hispanic-Latino. It has helped me to understand that we are all purely Americans living together for the common good of the country. Before coming across this message, I perceived people based on their various ethnic backgrounds and racial stereotypes.

In the past centuries, demographics have continued to shape the United States. It the trend continues, the profile will change gradually towards the middle of this century. Pew Research Center projections have states that the population will shoot up to about 438million by the year 2050 (Huber, 2016). In 2005 it was 296 million. The growth will be due to immigrants entering the country from 2005 to 2050 and their posterities. The research projected that in the 117 million people that will get into the U.S during this period, immigrants would be 67 million, their children 47 million, and their grandchildren 3 million (Huber, 2016). One in every five residents one will be a foreigner born in 2050. The racial and ethnic mix in the country will be very different than it is now. For example, Hispanics will make up 29% of the population in 2050 from 14% in 2005. Immigrants are projected to take up 82% of the total population (Huber, 2016).

Due to its diverse nature, America has continued to face challenges because diversity is an area full of controversy and contests (Kottak, 2015). It is insurmountable to mold one nation from many complex entities due to the cultural differences of different ethnic groups. African-Americans have ceaselessly contested the notion that America is a multicultural nation that is expected to be diverse because they believe that for a nation to be multicultural and diverse, it has to do away traps of "ethno-cultural hegemony," (Kottak, 2015). The U.S has been unable to move past slavery and racism legacies, thus, unable to embody the diversity of its people. Challenges have also been encountered in the areas of communication, preferences, and conflicts arising between the different ethnic groups.

A diverse society has many benefits. By the society having cultural perspectives that are diverse, its level of creativity and innovation is inspired (Rickford, 2016). A wide range of cultural viewpoints comes with new perspectives that enable people to see the world differently. Cultural diversity offers better and greater opportunities for people to grow on a personal and professional level. Diversity strengthens and improves society, and members value the community more. It also provides for longevity in society (Rickford, 2016). Diversity also helps people living in one community to build trust, respect, and understanding for each other and their cultures as they interact with each other.

In the wake of globalization and technology, cultural diversity has many benefits in the workplace (Hofhuis et al. 2015, 181). A culturally diverse organization maximizes on productivity, enjoys improved and diverse creativity, enjoys increased profits, better engagement of employees, reduction of turnover in employees, the reputation of the company is improved, and a combination of a wide range of expertise and skills.

I have seen diversity being embraced in my industry, where individuals are taking it upon themselves to learn about their colleagues' cultural backgrounds and incorporating them in their system of beliefs and values. Activities out of the work environment are also being create where people get to interact with each other on personal and professional levels. Programs have also been established where people in the industry are taught on appreciating each other's cultural backgrounds.

Developing one's communication and understanding the diverse cultures in the workplace, helps professionals to not only communicate clearly and effectively with their colleagues but also in creating good work relationships, thus increasing productivity in the long run (Rickford, 2016).

Since the U.S is an example of cultural pluralism, the government and the media should foster a climate of cultural pluralism by enlightening people on the need and importance of acknowledging and respecting each other's cultures. It should also make efforts to admonish existing prejudices and stereotypes against cultures.

A culturally diverse organization maximizes on productivity, enjoys improved and diverse creativity, enjoys increased profits, better engagement of employees, reduction of turnover in employees, the. Thus, enhancing a competitive ground for globalization since diversity will help in lessening cultural obstacles. All these measures will help to protect the country's cultural diversity that it has invested a lot in. The United States grant citizenships to a lot of immigrants every year (Kottak, 2015).

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