

# Diversity

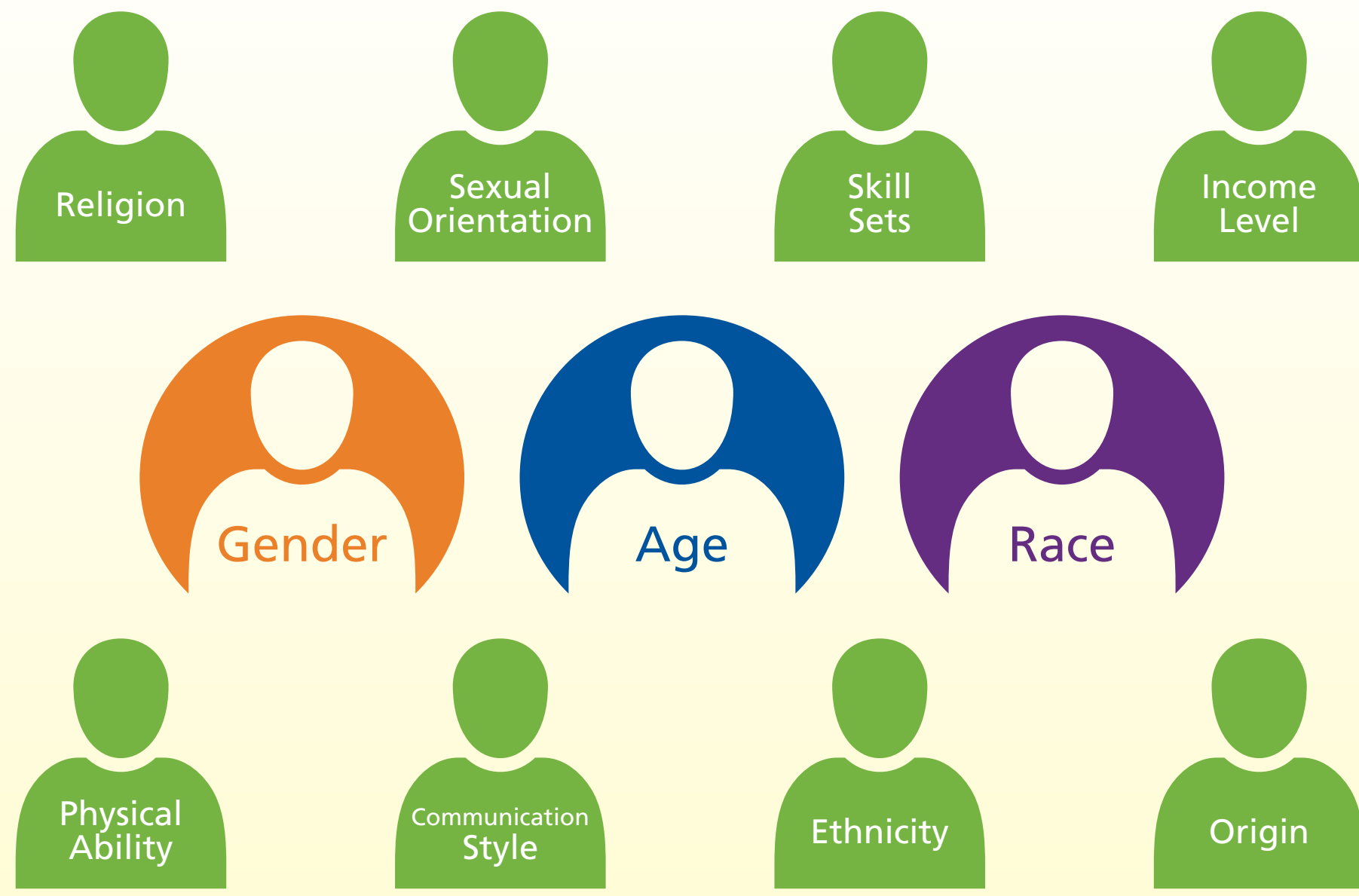
di·ver·si·ty \dī-'vər-sə-tē\

Noun. See also: variety.

In business, diversity means including different kinds of people. But it's not just about people—it's about ideas and the ability to communicate those ideas in a safe environment.

## Beyond gender and race

Diversity takes many forms:



## Diversity over time

### Original Model

Adherence to affirmative action laws

### Social Justice Model

More about the person and less about race, color or creed

### Current Model

Value in the multitude of perspectives within a multicultural workforce

## BY 2050<sup>2</sup>

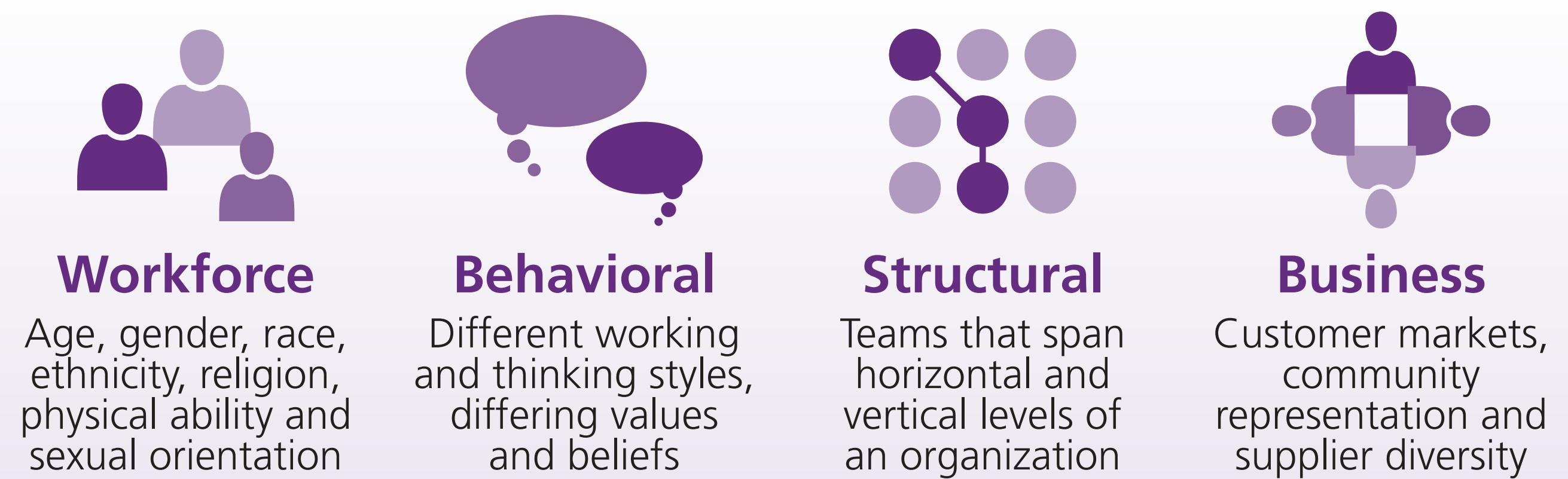
There won't be a racial or ethnic majority in the United States

**85% AGREED<sup>2</sup>** THAT DIVERSITY IS "crucial to fostering innovation in the workplace."

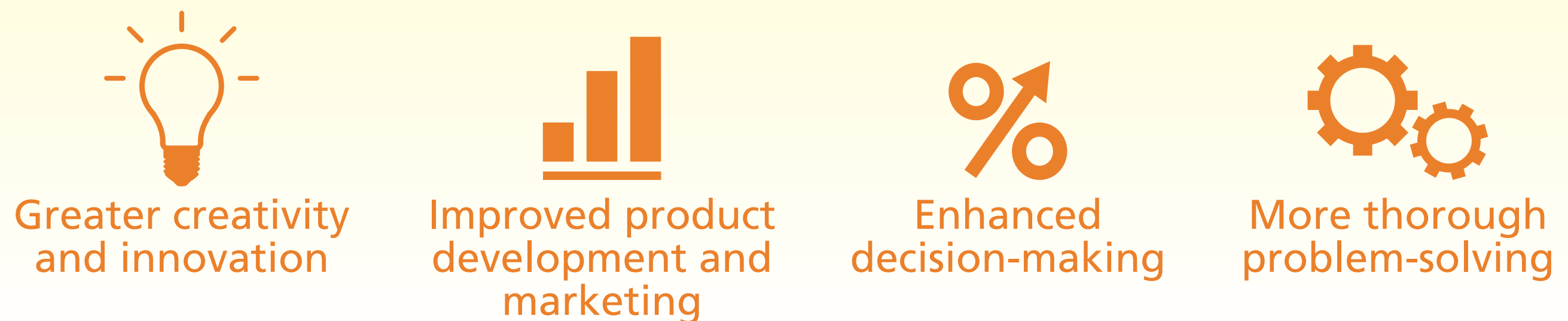
(Of 321 multinational corporations earning at least \$500 million annually)

## Types of diversity<sup>3</sup>

There are different kinds of diversity within an organization:



## What can be gained from diversity?



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### Sources

<sup>1</sup> Propopeak, Mike. "Diversity in the Workplace - Leading Association for Diversity Conferences and Collaboration." *Diversity in the Workplace - Leading Association for Diversity Conferences and Collaboration*. Workforce Diversity Network, n.d. Web. 16 Nov. 2012.

<sup>2</sup> Kerby, Sophia, and Crosby Burns. "The Top 10 Economic Facts of Diversity in the Workplace." Center for American Progress, 12 July 2012. Web. 16 Nov. 2012. <[http://www.americanprogress.org/wp-content/uploads/issues/2012/07/pdf/diverse\\_workplace.pdf](http://www.americanprogress.org/wp-content/uploads/issues/2012/07/pdf/diverse_workplace.pdf)>.

<sup>3</sup> "Diversity (business)." *Diversity (business) - Wikipedia, the Free Encyclopedia*. Wikimedia Foundation, 15 Nov. 2012. Web. 16 Nov. 2012. <[http://en.wikipedia.org/wiki/Diversity\\_%28business%29](http://en.wikipedia.org/wiki/Diversity_%28business%29)>.