

Political theory and diversity



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Diversity

In the political term, the word diversity (or simply diverse) is utilized in order to describe the different political entities such as the neighborhoods, cities, nations, student bodies and others with the members who have such differences identifiable within their backgrounds or lifestyles. The word itself, diversity, has definitely encompasses the racial differences or the ethnic classifications, age, gender, philosophy, religion, physical abilities, sexual orientation, socioeconomic background or even gender identity, intelligence, in inclusion also are the mental health, physical health, generic attributes, behavior, attractiveness, place of origin, cultural values or the political views. Sometimes, it also includes the other identifying features.

The political belief that is supporting the idea of diversity as very valuable and desirable hold such a recognizing factor that also promotes the different diverse cultures that could aid communication between people of the different backgrounds and also lifestyles. In turn, this will lead to the greater knowledge, understanding and peaceful coexistence between the proponents of the particular group. In exemplifying the said concept, “Respect for Diversity” is considered to be one of the principles of the Global Greens Charter, this is a manifesto subscribing to the Green parties around the world. In great contrast to this, the political orientation that is promoting the cultural assimilation is actually a process leading to these ends.

In this sense, the utilization of diversity is also an extension to the American academe to the attempt of creating a really diverse student body which typically supports the recruitment of the African-American or a person with

Latina background as well as the women in the field wherein women are historically underrepresented. Such area includes sciences.

On the other hand, the discussion of diversity in business can be explained in the “business case for diversity”, this one is an assumption that in the globally competitive marketplace, demographics can be better understood by the company who is open in employing a diverse workforce, so that means, both men and women, people of many generations, people from different ethnic and racially diverse backgrounds). Such demographics of the marketplace it is serving is thus can better equipped in thriving the marketplace than a company who is very limited in their range of employee demographics. An additional consequence is suggestive that that the company can actually support the diversity of its workforce and thereby improve the satisfaction of the employee, their productivity and also their retention. This inclusion of the business case is relating that an organization will utilize its various relevant diversities. In the scenario of a diverse workforce, the employer takes a little or a no advantage of the experience then in turn it cannot, in any way, monetize whatever the beneficial backgrounds that diversity could offer. The employers of the United States are restricted by the federal and state laws from the race and ethnicity that they might put in the consideration in the hiring or assigning of the employees, no matter what their motive in doing so.

The implementation of diversity issues changes over time, this is actually depending on the local history and in the dynamic conditions. The said diversity program is usually very limited to the large scale employers, the government agencies and in the businesses. The rapid demographic changes

faced by the businesses in their local labor pool help the people to work and also understand the certain justification with each other. The human resources is oftentimes been limited by the implementation of diversity, this is due to the fact that it is being utilized by the UK companies as a good economic case that could be set as a tool in reaching the new market shares.

In the legal frameworks of the term diversity, the US anti-discrimination law is restricting the employers in the purposely giving out considerations to the preferences of the customer as they are being served by the employees of a given gender, ethnic group or color. In the general scenario, the laws are also prohibiting the consideration based on the religion, although admittedly, the law is allowing major exceptions in this provision for the religious organizations. The anti-discrimination laws, such as DDA in the UK, are a tool in the forceful awareness of the companies in diversity. The Building a Better Legal Profession is the law student organization that can generate the significant controversies in October 2007 in their reports stating that the most private law firms themselves are lacking the demographic diversity.

In diversity, the concept of diversity jurisdiction is also applicable. In the United States law, the term is often used in the civil procedures that is in reference to the situation in which the federal district court of the United States having the actual subject matter jurisdiction in hearing the civil cases which are due to the parties having the diverse in citizenship. Generally, it is an indication that the people of the different states in inclusion of the corporate parties and the non-US citizens are generally citizens of the particular place. The diversity jurisdiction and the federal question jurisdiction, such as the jurisdiction over the issues arising under the federal

law, is a constituent of the two primary sources wherein the subject matter of jurisdiction is in the United States federal courts. The Article III of the United States constitution is opting that the US Congress has the power to allow the federal courts to hear out the diversity cases though legislative authorization such as the jurisdiction. The said provision was included due to the reason that the framers of the Constitution were concerned that in the scenario wherein a case was brought in one state in the involvement of the parties from both that state and another, the court of the particular state might have biases towards the party from their own states. The Congress first exercised that the power and the granted federal trial district courts has a diversity jurisdiction in the Judiciary Act of 1789. At present, the diversity jurisdiction is codified as the 28 USC 1332.