

Cultural diversity



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CULTURAL DIVERSITY Cultural diversity may mean differently depending on how it is used in context (Graan, 2004). It is defined as the coexistence of people with multiplicity of subcultures and value systems of a multicultural society in a given setting (“ Cultural Diversity”). The challenges come when posed to the stages on how to manage grudging acceptance, valuing differences and drawing strategies to manage diversity (Moon, 1997). On the other hand, “ cultural diversity opens doors to opportunities if properly managed. It can increase creativity and innovation in organizations or groups as well as improve decision making by providing different perspectives on how to resolve problems “(Bhatia, 2007). Whether in an organization or in a classroom, cultural diversity, if managed correctly, can bring cohesion, harmonious and synergistic efforts that would bring the highest productivity of performance , from ‘ optimum’ to maximum, in achieving set goal(s). On account of the presence of cross-national perspective in a classroom, a recent research conducted by Konan, Paul N’Dri; Chatard, Armand; Selimbegovic, Leila; Mugny, Gabriel on Cultural diversity in the classroom and its effects on academic performance: A cross-national perspective indicated that the presence of immigrants in the classroom resulted to performance benefits for both locals and immigrant students (Konan, et. al, 2010). This is indicative that a class with diversified culture, talents, skills, interests of students must be ready with flexible learning tools and strategies that would address the different responsiveness and performance of each student without compromising the overall impact of learning of the whole class.

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