

Thinking about diversity and inclusion critical analysis

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Thinking About Diversity and Inclusion SOC/315 October 10, 2011 Michelle Curtain Thinking About Diversity and Inclusion What are the dimensions of cultural diversity? Identify and briefly explain the dimensions by referencing both textbooks. Diversity can be defined as “ the ways in which people differ that may affect their organizational experience in terms of performance, motivation, communication, and inclusion” (Harvey/Allard, 2009). These differences and similarities are broken-down into two dimensions. Primary dimensions are considered to be more fixed, visible, and relevant to an individual’s identity. Secondary dimensions are considered to be more fluid, and less central to one’s social identity” (Harvey/Allard, 2009). Primary dimensions of cultural diversity can include age, mental/physical abilities, ethnic heritage, gender, sexual orientation, and race. Secondary dimensions of cultural diversity can comprise of one’s geographic location, family status, income, religion, and language among many other characteristics. Secondary dimensions are determined more by choice and are less visible.

Another dimension is identifying people and placing them into minority groups based on race, ethnicity, religion, and gender. “ A minority group is a subordinate group whose members have significantly less control or power over their own lives than do the members of a dominant or majority group. A subordinate group is characterized by “ unequal treatment, distinguishing physical or cultural traits, involuntary membership, awareness of subordination, and in-group marriage” (Schaefer, 2011). With what ethnic, cultural, or other groups do you identify? Describe what members of your social circle have in common.

To describe myself I am a white, 35 year old male. This is a very large group I fallen into, however even with these similarities I have with other members one may see myself not part of this group based on my differences. I believedue to my background of growing up in West Virginia, I associate more often with people from the same area of that country. A large portion of my friends I met in Arizona are from Kentucky, Tennessee, and Virginia. We seem to all share the same perspectives on life and feel as if we have known each all of our life due to sharing the sameculture.

I would also describe myself as indentifying with people that share the same taste inmusicas I. A description often heard is a “ head”, as in Deadhead or Phishhead, for people that like the music from bands such as the Grateful Dead or Phish. The majority of the people that listen to this genre of music religiously follow the bands to numerous cities across the country to see multiple shows. What is the difference between diversity and inclusion? Diversity represents groups of people containing different characteristics such as skin color/race, religion, gender, sexual orientation, age, and citizenship.

However, inclusion allows people to be included in these groups so one can be valued based on one’s skills, distinctive traits, and point of view. “ Leveraging diversity requires a culture of inclusion to support it” (Harvey/Allard, 2009). Inclusion ensures people can work as a team and be themselves. By doing so, everyone works well with one another and can see the benefit of having different characteristics on the team. “ Inclusion is engaging the uniqueness of the talents, beliefs, backgrounds, capabilities,

and ways of living of individuals and groups when joined in a common endeavor” (Institute for Inclusion, 2010).

While being diverse is important to everyone, the available benefits are not automatically seen until inclusion is put into play. Diversity and inclusion when combined can result in more effective decision making and greater innovation by everyone involved. What is the importance of workplace diversity training? Workplace diversity training is vital for any business in order to become and continue to be successful. A business can receive priceless benefits by incorporating diversity training in the workplace. Such benefits include retaining more quality employees, a decrease in workplace incidences and increased team and individual morale.

These benefits can be achieved by teaching employees how to identify and resolve issues regarding stereotyping in the workplace before it can get out of hand. Communication and listening are important factors as well and without them, one could see an increase with workplace issues such as discrimination or harassment lawsuits. Workplace diversity training allows one to be themselves and be accepted in order to build strong, long lasting working relationships so everyone can benefit. By continuing workplace diversity training a business will ensure their employees will maintain growth and increase production.

Also, by having this ongoing training the business can ensure all new employees will work well with current employees. What is your experience with workplace culture? Could there be, or could there have been, more inclusion? “ Culture is the environment that surrounds you at work all of the time. Culture is a powerful element that shapes your work enjoyment, your <https://assignbuster.com/thinking-about-diversity-and-inclusion-critical-analysis/>

work relationships, and your work processes” (Heathfield, 2011). My company makes it a priority to have a good workplace culture throughout the entire business. My workplace culture is very diverse by having a wide variety of people from different backgrounds.

Very few people that work for the company are actually from Arizona. By having this diverse culture within the workplace, the employees are able to share their experiences in order to better themselves and the organization. These differences also enable the company to relate to customers with same backgrounds as the employees. When that connection is made, the employee can relate to the customer’s needs or desires by relating past experiences to understand where one is coming from. I believe my workplace culture uses inclusion very often and reasonably well. As employees, we are all divided up into teams.

Each team member learns from one another by seeing other’s point of view in a way that was never seen before. Reference Harvey, C. P. , and Allard, M. J. (2009). *Understanding and managing diversity* (4th ed.). Upper Saddle River, NJ: Pearson. Heathfield, S. (2011). *Culture: Your Environment for People at Work*. Retrieved from <http://humanresources.about.com/od/organizationalculture/a/culture.htm> Institute for Inclusion. (2010). *Implementing Inclusion*. Retrieved from <http://www.instituteforinclusion.org/> Schaefer, R. T. (2011). *Racial and ethnic groups* (12th ed.). Upper Saddle River, NJ: Pearson