

Leveraging Diversity

Diversity refers to all kinds of differences that include religious affiliation, disability status, age, military experience, sexual orientation, economic class, race, educational level, ethnicity, and nationality.

Leveraging diversity Initiates and manages cultural changes within the organization to create organizational effectiveness. Leveraging diversity values cultural and other individual differences at the workplace. And also ensures that organizations build on their differences and their employees are treated fairly and in a equitable manner.

Historical Facts of Diversity

- Between the late 1800s to early 1900s immigrated groups to the United States were considered outsiders for not speaking english.
- Between the 1940s through the 1960s colleges routinely discriminated against immigrants by establishing strict quotas to limit their attendance.
- The Women's Rights Movement was launched in 1848 for women to be accepted in the workplace.
- Racial segregation remained in the United States for 100 years after the Civil War.

Managing Diversity vs. Affirmative Action

- Helps employees adjust to the process of diversification.

Maximizes full potential of all, in a cultural context where everyone benefits.

- An inclusive process where no one is left out.
- Makes one group as the norm for all groups.

- Is the moral and social responsibility to amend wrongs.
- creates an initiative that rectifies social injustices experienced.
- Identify's and eliminates discrimination in the workplace.
- Amends wrongs from the moral, ethical, and legal approach.