

What is Diversity?

The term diversity can have multiple meanings, depending on the context of its use. In a corporate environment, it might refer to strategies for recruiting, retaining and developing human capital in the workforce. In higher education, it could mean broadening the mix of gender and race in the admissions process. In the banking industry, it may mean not keeping all of your eggs in one basket.

But, for the purposes of this discussion, diversity—or multicultural education—is not something that can be taught directly, it is not a curriculum or lesson plan, or one-off observances of Cinco de Mayo or Black History Month. Rather, it is a collaborative effort among children, parents, families and colleagues to enable children to learn about their own backgrounds and those of people different from them; to see themselves and their communities represented in their program setting; and be exposed to activities that destroy stereotypes.⁶

Removing Privilege & Eliminating Personal Bias

In her essay, “White Privilege: Unpacking the Invisible Knapsack,” Peggy McIntosh asserted that the majority population (i.e., whites, and only for a short while longer) possesses a set of societal advantages. She cited a list of more than 50 instances of such privileges, which are “like an invisible weightless knapsack of special provisions, maps, passports, codebooks, visas, clothes, tools and blank checks.”

- *I do not have to educate my children to be aware of systemic racism for their own daily physical protection.*
- *I can remain oblivious of the language and customs of persons of color who constitute the world's majority without feeling in my culture any penalty for such oblivion.*
- *My children are given texts and classes which*

implicitly support our kind of family unit and do not turn them against my choice of domestic partnership.

McIntosh asserted that her longstanding beliefs acknowledged that racism put others at a disadvantage, but she had also been socialized “not to see one of its corollary aspect, white privilege, which puts me at an advantage.”

But, by removing these “denied and protected” privileges from the knapsack, she concluded, the privileges are “fully acknowledged, lessened or ended.”⁷

What is then done with this newfound knowledge is an open question, McIntosh concluded, of “whether we will choose to use this unearned advantage, and whether we will use any of our arbitrarily awarded power to try to reconstruct power systems on a broader basis.”

The Council asserts that removing these assumptions from the knapsack involves appreciating that they exist in early care and education settings, it means challenging them and challenging oneself to ensure a more inclusive worldview. Because early educators use a complex set of skills to meet the needs of children and families, the Council also agrees that teachers are expected to:

- Increase their sensitivity to different cultures, family compositions, religious practices and languages
- Become more aware of their own implicit and explicit biases that influence their teaching practices
- Avoid generalizing the traditions, beliefs and values an individual to a group or, conversely, from a group to an individual⁸

6. Wardle, F., Ph.D., (2003) “Diversity Workshop” Littleton, Colo.: Child Care Partnership.

7. McIntosh, P. (1990) “White Privilege: Unpacking the Invisible Knapsack,” The Independent School Magazine Winter Issue, Washington, D.C., National Association of Independent Schools

8. Ponciano, L. & Shabarman, A. (2012). “Interculturalism: Addressing Diversity in Early Childhood,” Dimensions of Early Childhood Vol. 40, No.1, Little Rock, Ark., Southern Early Childhood Association, p. 25.

A Paper On Diversity

Martin D. Stringer



A Paper On Diversity:

International Perspectives of Diversity, Equity, and Inclusion Eden King, Quinetta Roberson, Mikki Hebl, 2025-10-24
The amalgamation of these perspectives together broadens the scope of diversity equity and inclusion DEI research and practice and offers insights that extend beyond the U S focused research that dominates the field The Diversity Bonus Scott E. Page, 2019-03-26 A book about how businesses and other organizations can improve their performance by tapping the power of differences in how people think What if workforce diversity is more than simply the right thing to do What if it can also improve the bottom line Because it can The author presents overwhelming evidence teams that include different kinds of thinkers outperform homogenous groups on complex tasks producing what he calls diversity bonuses These bonuses include improved problem solving increased innovation and more accurate predictions all of which lead to better results Drawing on research in economics psychology computer science and many other fields the book also tells the stories of businesses and organizations that have tapped the power of diversity to solve complex problems The result changes the way we think about diversity at work and far beyond *Globalisation, Cultural Diversity and Schooling* Joseph Zajda, Suzanne Majhanovich, 2024-05-22 This book analyses dominant discourses of globalisation cultural diversity and schooling The collection in this volume advance further the discussions on the phenomenon of globalisation and its far reaching effects on our world and consider cultural diversity in its broadest sense as it manifests itself in a globalised world Zajda has argued that globalisation represents a synthesis of technology ideology and organisation specifically related to border crossings of people global finance and trade IT convergence as well as cross cultural communication The reality of cultural diversity has been brought into stronger focus because of globalisation Cultural diversity always present in society is more evident today because of globalisation The ways society copes with cultural diversity have changed such that the embrace of cultural diversity as part of identity is encouraged in liberal democracies Cultural diversity as presented in this volume is seen in a broad context and includes factors such as race ethnicity gender sexual orientations socio economic status culture age and physical ability as well as a variety of beliefs and values The book contributes in a very scholarly way to a more holistic understanding of the nexus between globalisation cultural diversity democracy and equality for all Handbook of Research on Effective Communication in Culturally Diverse Classrooms González, Katia, Frumkin, Rhoda, 2016-02-17 Meaningful interaction between teachers and students is crucial to any educational environment and particularly so in intercultural settings When educators take steps to incorporate culturally responsive teaching into their classrooms student learning is enriched and improved The Handbook of Research on Effective Communication in Culturally Diverse Classrooms focuses on the significance of cultural sensitivity toward diverse students and the importance of communication to increase the overall educational experience Highlighting key concepts relating to curriculum design teaching models and critical pedagogies in transcultural classrooms this book is a pivotal reference source for teachers teacher educators and researchers interested in

the impact of intercultural communication in learning environments

Navigating Diversity and Inclusion in Veterinary Medicine Lisa M. Greenhill, 2013 This book addresses the continued lack of the diversity in veterinary medicine the least inclusive of all medical professions Effective navigation of the complexity of diversity and inclusion in veterinary medicine requires clear enumeration recognition and understanding of key issues challenges and opportunities In a nation with rapidly changing demographics public needs and expectations of the veterinary profession will continue to evolve A more diverse scientific workforce is required to feed the veterinary profession not just for the purposed of equity but as necessity for its sustainability and relevance The book lays out the history of diversity in the veterinary profession in the context of historical changes and actions within US society An overview of selected strategies from dental pharmacy and human medical schools is then offered The impact of social constructs on career interest development is explored using the examples of race gender sexual orientation and gender identity Practical strategies for attracting preschool through undergraduate students to careers in the veterinary profession are presented as well as metrics and tools to assess the impact of diversity and inclusiveness strategies A systems approach to diversity and inclusiveness in the veterinary profession is called for in a manner that frames barriers as opportunities for improvement and progress There is much that needs to happen to achieve professional inclusiveness and cultural competency but the path to achieving this is clear System wide commitment planning execution and continuous assessment will position the profession to better suit the population of the nation and the world that will be served This is book is a call to action for consistent championship and cohesive approaches and it provides a road map to building a sustainably inclusive future

Discourses on Religious Diversity Martin D. Stringer, 2016-05-23 Religious diversity is an ever present and increasingly visible reality in cities across the world It is an issue of immediate concern to city leaders and members of religious communities but do we really know what ordinary members of the public the people who live in the city really think about it Major news items inter religious violence and notorious public events often lead to negative views being expressed especially among those who would not consider themselves to have a religious identity of their own Martin Stringer explores the highly complex series of discourses around religion and religious diversity that are held by ordinary members of the city discourses that are often contradictory in themselves and discourses that show that attitudes to religion vary considerably depending on context and wider local or national narratives Drawing on examples from UK particularly Birmingham one of the UK s most diverse cities Europe and the United States Stringer offers some practical suggestions for ways in which discourses of religious diversity can be managed in the future Students in the fields of religious studies sociology anthropology and urban studies practitioners involved in inter religious debates and church and other faith leaders and politicians should all find this book an invaluable addition to ongoing debates

Handbook of Research on Workforce Diversity in a Global Society: Technologies and Concepts Scott, Chaunda L., Byrd, Marilyn Y., 2012-06-30 This book highlights innovative research theoretical frameworks and perspectives that are currently being

used to guide the practice of leveraging diversity in multiple organizational settings Provided by publisher **The Oxford Handbook of Diversity and Work** Quinetta M. Roberson,2013-01-31 Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace **Biodiversity : Structure and Function - Volume I** Wilhelm Barthlott,K. Eduard Linsenmair,Stefan Porembski,2009-08-19 Biodiversity Structure and Function is a component of Encyclopedia of Environmental and Ecological Sciences Engineering and Technology Resources in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The Theme on Biodiversity Structure and Function discusses matters of great relevance to our world such as Characterization of Biodiversity Biodiversity and Ecosystem Functioning Spatial and Temporal Dimensions of Biodiversity Dynamics Evolutionary and Genetic Aspects of Biodiversity Biodiversity Monitoring Assessment Data Management and Indicators The Value of Biodiversity Halting Biodiversity Loss Fundamentals and Latest Trends of Conservation Science and Action Application of Ecological Knowledge to Habitat Restoration These two volumes are aimed at the following five major target audiences University and College students Educators Professional practitioners Research personnel and Policy analysts managers and decision makers and NGOs **Perspectives on Justice, Equity, Diversity, and Inclusion in Libraries** Mani, Nandita S.,Cawley, Michelle A.,Jones, Emily P.,2023-06-02 In recent years there has been an increased urgency and appeal to examine the impacts of systemic racism in all parts of society and the field of library and information science is no exception To actively combat enabling and perpetuating structural racism and white supremacy libraries across the globe are addressing justice equity diversity and inclusion JEDI by investing resources creating initiatives and engaging in reflection and deep questioning Perspectives on Justice Equity Diversity and Inclusion in Libraries examines how JEDI initiatives and actions have been incorporated into all aspects of librarianship and various types of libraries The book serves as a collection of exemplary cases across all settings of librarianship to showcase how this work is being implemented and to provide commentary on implications and future opportunities for growth Covering key topics such as community ethics and inclusive spaces this premier reference source is ideal for administrators policymakers academicians researchers scholars practitioners librarians instructors and students

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