3 Types of Diversity

Diversity in the workplace has been a hot topic for many years now. The issue is not just about gender, but also about race and sexual orientation.

Today, we see more diversity in the workplace than ever before. This is because of the increased awareness of this issue and the increased efforts from companies to be more diverse. Diversity is so important because it is a way to have a well-rounded workforce, among other benefits. When the workplace includes different perspectives and experiences, they are able to better understand the needs and concerns of their customers. It also encourages greater creativity, which in turn generates more profits and revenue for the company.

LEGACY DIVERSITY
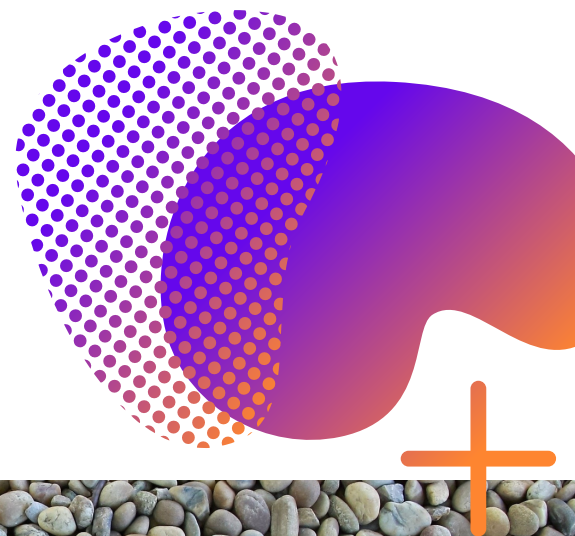
EXPERIENTIAL DIVERSITY

THOUGHT DIVERSITY

Type 1: Legacy Diversity

Legacy Diversity is the diversity of different cultures and backgrounds. It includes the diversity of class, race, sexuality, religion or nationality. A good example of a legacy diversity trait is your race. Examples include your ethnicity and nationality, as well as your physical attributes, age, and language. Other examples may include your religion, socioeconomic status, and how you were brought up. The term is used to describe the cultural blending that occurs when a new culture becomes part of an older culture.

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Type 2: Experiential Diversity

Experiential Diversity deals with the diversity of different life experiences, like age, gender, education, and socioeconomic background. Experiential diversity is important because it enriches the perspective and creativity of organizations. Experiential diversity is recognized as a source of value in that it can provide new insights and fresh thinking, which are essential to any company's success. The most important source of innovation and change is ultimately the culture of a company, as it inspires and drives behavior in all agents. Culture is considered an intangible asset that can be difficult to quantify or measure, but it will be the key to success for any company.Customers are at the heart of any company's existence. Diversity is about more than just ethnicity and gender. Besides that, factors like upbringing and education can also make a difference within an office setting. If you want to create an adaptive working environment, you should also include diversity based on life experience. Employees with shared interests are typically well-connected and can have the same vision for their company. This camaraderie, though, may result in cliques being formed that exclude other employees or cause tension.

Type 3: Thought Diversity

Thought Diversity is the idea that people have different perspectives on issues which can lead to new ideas.

People are limited in their ability to think outside the box and come up with new ideas. Thought diversity is a mindset that celebrates the different ways of thinking, instead of emphasizing conformity. In this ever-changing world, we are continuously exposed to new and different perspectives. Today, it's more important than ever to embrace those differences and learn from them rather than conform to a single way of thinking. Thought Diversity is important because it could help introduce new perspectives and insights by welcoming people different from you.

In order to promote a more diverse workplace we need to develop an understanding of what diversity means for each person in the company. This will help make everyone feel included and respected.

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