

# Workplace Diversity

## The Value of Having Diversity in the Workplace

### Diversity in the workplace

#### Value, Definitions, bias and stereo types

Since the introduction of mass transport by Thomas Cook in the late 19th century the people of the world have taken advantage of the opportunity to move about the globe and as a result our world has become a place of great diversity - a rich cultural tapestry that filters through all aspects of our lives. It has given us opportunities beyond imagining, increasing our view of the world

around us and given us a sense of worldliness that prior generations did not have. It has also brought with it certain sets of problems where cultural, social and economic differences, for example, can lead to misunderstanding.

The world's increasing globalization means more interaction among people from diverse cultures, beliefs, and backgrounds than ever before. People no longer live and work in an *insular* marketplace; they are now part of a worldwide economy with competition coming from nearly every

continent. For this reason organisations should encourage diversity to become more creative and open to change.

Recognising social and cultural diversities and dealing with cross-cultural misunderstandings is an important issue. In our everyday lives, it is unlikely that we will deal only with people of similar nature, background and ideals as ourselves. We come into daily contact with many different people. They are our customers and our colleagues and we need to recognise and accept their right to their

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