

# Managing Diversity



# VOCABULARY

**Embrace:** an act of accepting or supporting something willingly or enthusiastically.

**Spectrum:** a range of different positions, opinions, etc. between two extreme points.

**Equity:** the quality of being fair and impartial.

**Paradigms:** a typical pattern of something.

**Stereotypes:** a widely held but fixed and oversimplified image or idea of a particular type of person or thing.

**Deploy:** to use something or someone, especially in an effective way.

**Undergird:** to form the basis or foundation of; strengthen.

**Transcend:** to go further, rise above, or be more important or better than something, especially a limit.

# Introduction

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences.

These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.

It is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simple tolerance to **embracing** and celebrating the rich dimensions of diversity contained within each individual.

Diversity is a reality created by individuals and groups from a broad **spectrum** of demographic and philosophical differences. It is extremely important to support and protect diversity because by valuing individuals and groups free from prejudice, and by fostering a climate where **equity** and mutual respect are intrinsic.