

# THE IMPORTANCE OF DIVERSITY

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FOR TODAY'S  
LEADERS



# DIVERSITY

the art of thinking independent

Having diversity in the workplace is more important now than ever before. It is crucial to be sure to acknowledge and celebrate our differences and use them in a positive manner. When people think of increasing diversity in the workplace, most immediately think of race or gender.

However, although that is a way to increase diversity, it is not the only way. Diversity is gained through different familial backgrounds, economic statuses, age, religion, education and many others. Diversity opens the Pandora's Box of the business world. Your company gains significantly more by diversifying your workplace.

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## Society's Point of View

Population trends in society change yearly. According to the U.S. Bureau of Labor, during 2015, Generation Y (born 1977-1995) will comprise 75% of the workforce in the United States. This is the generation that thrives on technology. Because of this increase, it is crucial your company stays up to date technologically in order not to fall behind.

Since the 1970s, women with college degrees have more than tripled. Society focuses on the new population trends. These trends are happening now but they are also only glimpses of what will happen in the future.

## Business Point of View

Change is taking place all throughout the workforce. From a business perspective, it is crucial you embrace the fact technology is changing the workplace. This change triggers other changes. Trends are moving so quickly that you need to always be one step ahead of your competitors to maintain the advantage.

It is important to focus on maximizing diversity in order to generate new ideas and new outlets to make your product the most appealing and desirable. It is important to push one another to achieve more and strive for something bigger. Sharing ideas and thriving on creativity and innovation are the fastest ways to success in this ever-changing world in which we live.



## Legal Point of View

In this newly progressive era, having a lack of diversity in the workplace is extremely discouraged and borderline illegal. This traces all the way back to the Civil Rights Act of 1964. There needs to be an opportunity for equal employment, affirmative action and a plan for what will happen if sexual harassment is experienced in the workplace.

The Civil Rights Act protects workers from being discriminated against. In 2014, Walmart was declared the best company in the country when it came to diversity. They had an equal amount of female and male managers, one of the largest percent that hired people with disabilities and accepted people of all ages and race.

## Individual Point of View

As an individual, you should want to be part of a company which allows you to grow your talents and expand your creativity. It is crucial to accept people of all ages and races because you will always learn something new and their opinions allow you to expand your knowledge and often breaks down barriers.

You will develop a greater amount of pride and confidence if you are allowed to use your unique talents and skills. These things will make you proud of your business and proud of whom you have become. It is important to remember that life changes and you need to be flexible in order to stay on top of your game. There is nothing more flexible than accepting and celebrating diversity.

Adapting to diversity in the workplace allows you to grow not only as a businessperson but also as a human being. Accepting people the way they are is the first step towards success. Listening to other people's plans and ideas will trigger your own and ultimately lead to pride in your work and confidence in yourself.



**“STRENGTH LIES IN  
DIFFERENCES NOT  
SIMILARITIES”**



