Document 1

THE IMPORTANCE OF WORKING TOWARDS WORKPLACE DIVERSITY

When people think of diversity, they usually think of race, age or gender. However, diversity is a much wider and inclusive notion.

There are two main classifications of diversity:

- Inherent diversity: demographic characteristics like race, gender, and age.
- Acquired diversity: such as education, skills and values. […]

Many are the advantages of recruiting diversity:

- Diverse groups are more apt to manage the increasingly complex processes: with their innovative thinking and the combination of their different knowledge they are able to find alternative perspective and ideas on the same issue.
- Increased productivity, work rate & efficiency: according to McKinsey's analysis, companies with diverse executive boards enjoy significantly higher earnings and returns on equity. Moreover, a study of more than 500 organizations has found that every 1% increase in gender and racial diversity is correlated with a 3% to 9% increase in sales revenue, respectively.
- Increased employee morale & teamwork: Forbes Insights has identified workforce diversity and inclusion as a key driver of internal innovation and business growth.

Nevertheless, managing diversity comes with its own challenges because the benefits of diversity, such as innovation and creativity, are often the result of conflicting perspectives […].

Adapted from www.futuremanageralliance.com, December 2019

Document 2

"Oh, you'll love working here. Nobody treats you any differently just because of your age, race, or gender."

www.toonpool.com, December 2019