

BENEFITS OF

Diversity

Modified from *An Inclusive Academy: Achieving Diversity and Excellence*, chapter 2 by Abigail J. Stewart and Virginia Valian (MIT Press, 2018)



DIVERSE WORKPLACES

- Promote fairness
- Maximize the talent pool
- Support innovation
- Generate intellectual diversity
- Have greater success with ill-defined problems
- Improve professional outcomes



WHY DIVERSE GROUPS FAIL

- ➔ Identity incongruence
- ➔ Lack of psychological safety
- ➔ Incorrect assumptions about the sources of new ideas

DEVELOPING STRONG DIVERSE GROUPS

1. Appreciate and articulate what each group member has to offer.
2. Remain open to everyone's views.
3. Create an atmosphere where people feel free to express opinions.
4. Facilitate group harmony and equal discussion.

