

# 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

- ➔ Lack of identity congruence
- ➔ Absence of psychological safety
- ➔ Untenable 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.

