

Managing Diversity

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Course

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City/State

Date

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Introduction

If there is one word that can perfectly describe the nature of the human population in its entirety, this word is “diversity”. We live in a world full of people from all walks of life. Some of the areas that people differ in include religion, geographic location, ethnicity, race, sexuality, intelligence, language, and culture, among others. However, despite their differences, it is imperative to note that we are all under the dome of humanity, and it is our sole responsibility to live as a one big family. The differences are there to make us unique and diverse but never to separate humanity and be a source of discrimination or segregation. Nowadays people can be treated differently because their difference in race, sexual orientation, and religion. Unfortunately, such discriminated people will sulk and suffer silently because more often than not, they are a minority and this brings us to the issue of the tyranny that takes place all over the world. Discriminated people remain voiceless among those who do not appreciate diversity and feel misplaced (Fryer and Lorry, 2013).

Real Life Application

One moment in my life when I witnessed diversity issue was at hand and needed some intervention was during my high school reunion party. Digressing for a moment, my high school was at a national level regarding ranking, and that means that students from all parts of the country studied there. The sole criteria that were used to admit students were academic excellence and needless to say, our country is full of talented and smart people. Hence, we had students from different religions, races, and cultures. The key factor that bound us together was the fact that we were all there for a common purpose, to acquire all we could from the teachers

and get into our desired colleges. Personally, I always wanted to pursue Economics at a degree level, but I had friends who wanted to be lawyers, doctors, and engineers. My best friend and desk mate back in the day, for instance, wanted to be a pilot, although things did not turn out well for her and she ended up being a teacher.

It was the school's tradition to hold reunion parties after every two years for the class of the previous year. Due to some unavoidable circumstances, I declined the offer to be on the planning committee, something I regret to this very day. The alumni that were appointed to organize and facilitate the day were not the best, and ended up making some omissions that were too grave to go unnoticed, and they revolved around the issue of diversity. The program and the menu of the reunion ended up making some of the alumni feeling sidelined. Secondly, food served was mostly meat and pork which was considered unreligious by the Muslims and Indians. In that case, many Indians and Muslims ended up taking only the refreshments as they opted to skip the meals that were not in line with their religious beliefs.

I felt for this group in particular because the reunion started from mid-morning through the evening, and drinks alone were not enough to sustain them that long. In addition to that, some of the alumni had to travel long distances to make it to this event and were already tired by the time they got there, so they were quite disappointed with the fact that the menu was not well thought through. To avoid disrupting the program, some of the alumni excused themselves to visit the nearest restaurant for lunch. It was not until late in the day when the event's Master of Ceremony apologized for the inconvenience and offered an additional menu that catered for their needs. However, it was a little too late because most of them had left and those who were still present were too disappointed to consider the option. How could a committee who knew all the alumni forget such an important detail?

Mutual Learning

The lesson learned from this situation was that it is always important to have people's needs at heart. It is important to note that it is not our diversity that divides us, therefore we should recognize, accept, and celebrate those differences. The organizers ought to have learned the importance of diversity and inclusion. Therefore in order to avoid such a misunderstanding next time, we ought to select a committee that is well aware cultural differences and preferences of the reunion participants .

Conclusion

Diversity should be embraced as it functions to bring people together. It is through the diversity that the virtues of individuality and cultural exchange are possible. A wise saying goes that "no man is an island and therefore, a population that does not embrace diversity lags behind in more ways than one" (Fryer and Loury, 2013, p.121). Such a community will lead a very segregated life and miss out on the fun, adventures, and interesting cultures of others.

References

Fryer, R. and Loury, G. 2013, *Valuing Diversity*. Journal of Political Economy, vol.121, no 4, pp.747-774.