



## 19BAE717 – CROSS CULTURAL MANAGEMENT

### Unit II – DIVERSITY AT WORK

Presented by

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**Design  
Thinking  
Curriculum**

Redesigning Common Mind and  
Business Towards Excellence



# TODAY'S TOPIC

PARADOX OF DIVERSITY



# MEANING

- The competing processes of **diversity** work including high potential for conflict and high potential for innovation, understanding, and creativity



# PARADOX OF DIVERSITY

- While this diversity allows for more knowledge and new ideas, **without common goals and proper co-ordination and communication, the flow of ideas becomes obstructed, and innovation can be reduced** - The researchers refer to this as the 'paradox of diversity'. Today, the challenges are greater and more complex.



# GENDER DIVERSITY

- **Gender diversity** is equitable or fair representation of people of different genders. It most commonly refers to an equitable ratio of men and women, but also include people of non – binary genders. Gender diversity on corporate boards has been widely discussed and many ongoing initiatives study and promote gender diversity in fields traditionally dominated by men, including computing, engineering , and medicine. It is argued that some proposed explanations are without merit and are in fact dangerous, while others do play a part in a complex interaction of factors. It is suggested that the very nature of science may contribute to the removal of women from the ‘pipeline’



# CONTD

- Women, men, girls, and boys belonging to national , religious and linguistic minorities, or indigenous groups often experience discrimination and marginalization. They are likely to be affected both by immediate events leading to their displacement and by the long-term legacy of discrimination.

In 2018, UNHCR revised its AGD policy. The updated policy consolidates and updates UNHCR's commitments to inclusive AGD programming, to accountability to affected people (AAP) and to women and girls. These commitments complement and build on one another. The AGD policy sets out ten minimum core actions that are mandatory for all UNHCR operations in all context



# REFERENCE

- <https://www.lse.ac.uk/News/Latest-news-from-LSE/2021/l-december-21/Resolving-the-paradox-of-diversity-How-can-we-reap-the-benefits-of-diversity-without-paying-the-costs-of-co-ordination#:~:text=While%20this%20diversity%20allows%20for,are%20greater%20and%20more%20complex.>
- <https://royalsocietypublishing.org/doi/10.1098/rstb.2020.0316>

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# Thank you...