

# MACEM DIVERSITY TEACHING RESOURCE

## DIVERSITY

Diversity represents all the ways we differ. This can include:

- Age
- Cultural Background
- Disability
- Religion
- Gender
- Race
- Sexual Orientation
- Socio-economic Background
- Education

### Benefits

- Organizations perform more effectively due to a variety of skills and viewpoints
- Better innovation and problem solving
- Improved talent
- Meaningful community engagement

### Barriers

- Reluctance to change is a challenge
- Language and cultural values can affect communication
- A strategy must be developed to ensure that the culture of diversity is spread through all levels of an organization

## EQUALITY

Equality is treating people in such a way so that the outcome for each person can be the same. It enables people to achieve similar results.

## INCLUSION

Inclusion is developing an environment where the myriad of ideas, backgrounds, and perspectives are brought together to benefit an organization. It occurs when a diverse group of people are valued and respected to make contributions to an organization.

## GROUPTHINK

### Examples:

- Bay of Pigs Invasion
- Attack on Pearl Harbor

Groupthink occurs when members of a similar background make poor decisions due to group pressures resulting in carelessness, improper moral judgment, and mental efficiency.

The group pressures lead to irrational thinking and fail to address alternative views, which increases the likelihood of negative outcomes.

## DISCUSSION QUESTIONS:

1. How does human nature lend itself to creating barriers to diversity?
2. How can an organization promote diversity as a catalyst for innovative problem solving and decision making?
3. How can an organization encourage an attitude that embraces diversity?
4. Provide an example of how a diverse organization could prosper.
5. How can a diverse workplace be more functional? What are the challenges?

### Additional Links:

- [The Takarta Scandal and the Value of Diversity](#)
- [Diversity in Emergency Management and the New Normal](#)
- [The Emergency Management Diversity and Inclusion Framework \(PDF\)](#)
- [Examples of Groupthink](#)
- [Groupthink Video \(2:12 minutes\)](#)
- [Irving L. Janis' Victims of Groupthink](#)

This supports the associate program outcome concepts (item 7 of the Emergency Management Core Values)

### References:

The Emergency Management Diversity and Inclusion Framework, <http://files.em.vic.gov.au/EMV-web/Emergency-Management-Diversity-and-Inclusion-Framework.pdf>  
O'Leary, Russell and Tilly, 2015, Building Inclusion: an evidence-based model of inclusive leadership, Diversity Council of Australia  
T. Hudson Jordan, Moving from Diversity to Inclusion, <http://www.diversityjournal.com/1471-moving-from-diversity-to-inclusion>  
[http://www.psyr.org/about/pubs\\_resources/groupthink%20overview.htm](http://www.psyr.org/about/pubs_resources/groupthink%20overview.htm)  
<http://www.intercultural.ie/content/what-equality>

