Diversity and inclusion in the education system

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Diversity And its understanding..

- Diversity drives cultural, economic, and social vitality and innovation. It can be applied to any society and organization.
- Diversity is about differences among different individuals, people differ in gender, language, manners, culture, social roles, sexual orientation, skills, income, and many other things.
- Diversity encourages one to value people with different beliefs, backgrounds and cultural differences.
- Diversity is walking into a room full of people from different cultural backgrounds.

# Awareness of the change around us

- Living in the 21st century where everything is rapidly changing there's also a need for change in the education system.
- The education system was built with the principle of exclusion, where it cater for the dominant people (whites) of the society at that time; not catering for the lesser cultures (blacks and other minorities). This portrayed a vision of the educational system; where all the different voices are not being heard.
- The world needs not an imposed idea put upon it about the educational system but rather it needs to be aware of the cultural differences of all those around it.
- There's a need for acceptance culturally in the education system that makes one feel like they too belong and is able to participate meaningfully in discussions.

EDUCATION IS THE MOST POWERFUL WEAPON WHICH YOU CAN USE TO CHANGE THE WORLD.
- NELSON MANDELA

Benefits of being in a diverse and inclusive classroom

- Diversity in our educational system allows students to explore different cultures, promotes creativity and a better sense of what empathy is.
- In a diverse educational system, students get more academic support and tend to not be shy to ask for help. This increases the chance of one being academically successful.
- Diversity promotes cultural competence and decreases cultural shocks: Cultural competence is defined as the ability to communicate with others in an effective manner. The four components of cultural competence are awareness, knowledge, skills and actions.
- Diversity in the classroom allows students to consider perspectives and opinions beyond those they've already formed or were shaped in early life by family and friends and this improves cognitive skills and critical thinking.
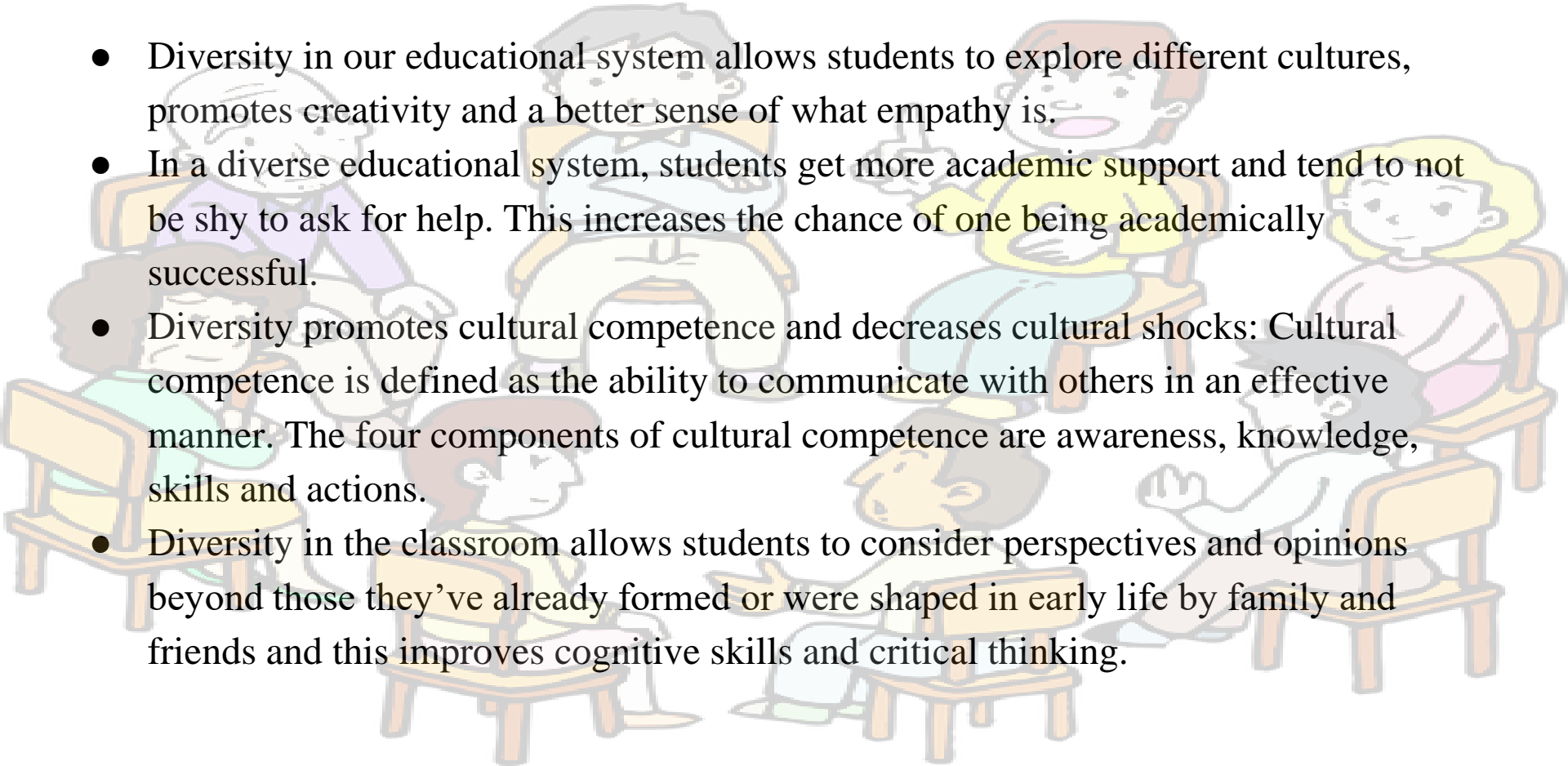
Diversity, Inclusion And Acceptance

- **These principles recognize that education is a human right and it's the foundation for a more equitable, inclusive and cohesive communities.**
- **This brings us to the point that; every learner matters and matters equally.**
- **That is seeing individual differences not as problems to be fixed, but as an opportunity for an enriching learning experience.**
- **There is a need to value the presence, participation and achievement of all learners, regardless of their contexts and personal characteristics**
- **In doing this, teachers will be building a common understanding that will be more inclusive and provide an equitable education systems have the potential to promote gender equality, reduce inequalities, develop teacher and the system capabilities, and encourage a supportive learning environments.**

Inclusion and its Understanding...

- **Inclusion is about feelings of belongingness.**
- **Beneficial for employees working in the any industry because they will feel more productive and they tend to be more engaged in the task(s) they have to complete.**
- **When people work in inclusive environments, they feel respected. Therefore, they feel more confident when sharing their thoughts.**
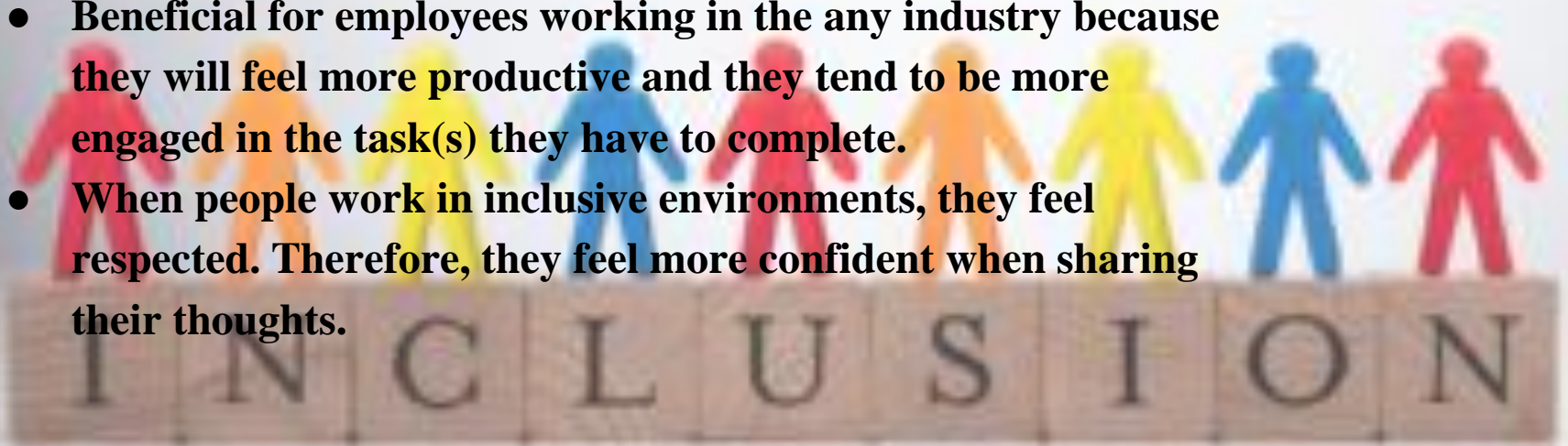
Acceptance and its Understanding...

- **Acceptance and understanding is when someone recognizes the situation at hand and the process/condition following it in order to make it better.**
- **Acceptance and understand is very important in businesses, education and everyday life. It helps close the gap of misunderstanding between cultures and each individuals challenges.**
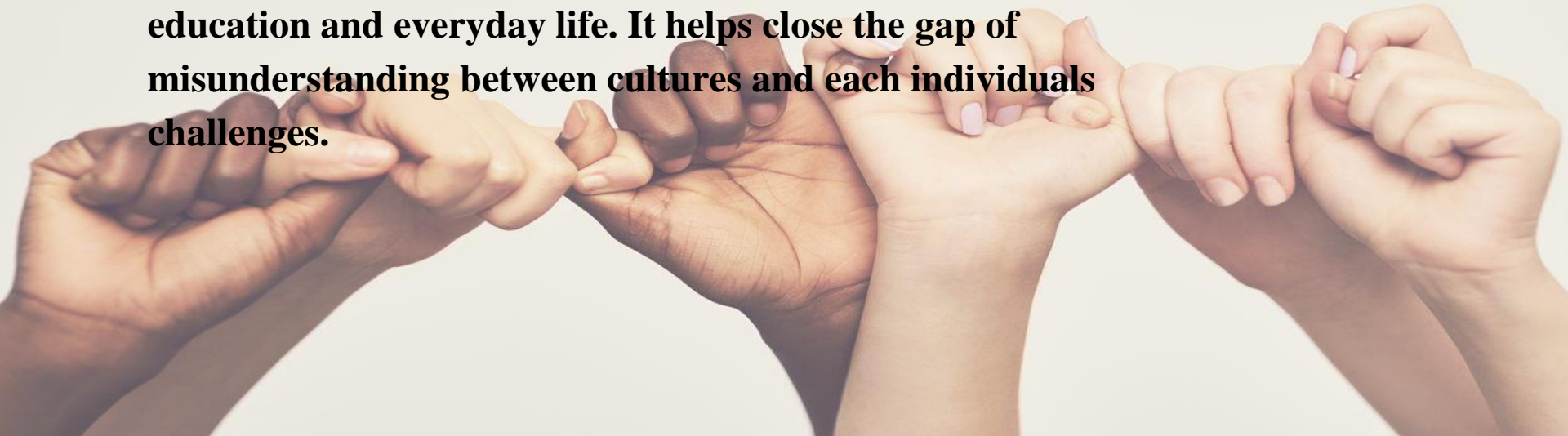
Increased creativity

- In today's world diversity helps us achieve new areas in life with the help of a "new set of eyes".
- People from different cultures intermix and create new forms of language, food, and even dances. These things can also apply in the outside world in many instances.
- Companies all over the world use diversity to create new innovations, better the companies reputation and have faster problem solving skills.

The next generation

- **Diversity throughout the years is something that has been frequently discussed and taught in schools all around the world. Due to this there have been organizations, clubs and even afterschool programs created to discuss the effects of diversity in our everyday lives**
- **The task for us in society today is to continue teaching the next generation at hand the responsibilities to our actions and how we treat the people around us.**
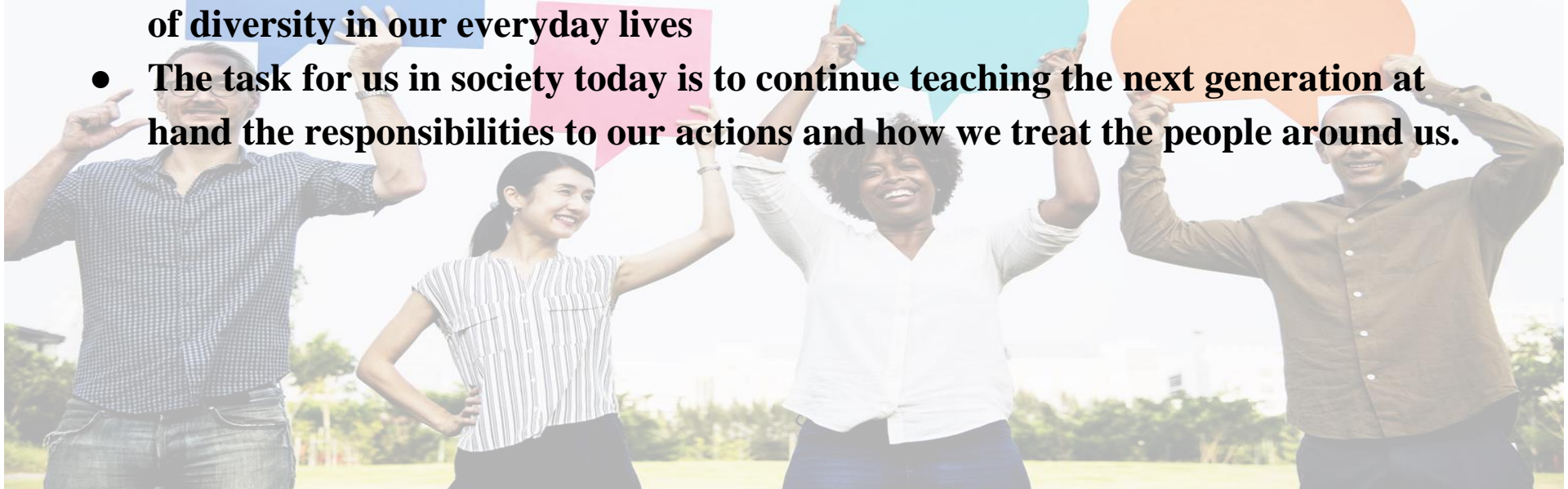
Ways in which diversity aids international business

- Communication: Subtle differences in how people communicate, both verbally and non-verbally, can make the difference between a deal going through and an agreement falling apart.
- Observation and sensitivity: When you're in a foreign country, learn how those around you conduct themselves and their business. Listen more than you talk and chances are you'll learn more, faster.
- When in doubt, ask: Don't be afraid to ask questions. You won't be perceived as less intelligent, as people generally appreciate the interest, and enjoy sharing information about their nation and its culture. By being humble and acknowledging that you're still learning you may be more likely to gain acceptance in a new culture.

Benefits of an inclusive organisation

1. Higher Job Satisfaction: when you feel valued for your work and contributions, you're going to be more satisfied with your job.

2. Higher productivity: Inclusive organizers help increase productivity in individuals because they are motivated and know their work is appreciated.

3. Higher Employee Morale: By being inclusive and valuing everyone, employees are more likely to be happy with their work.

4. Improved Problem-Solving: Having diverse backgrounds improves the likelihood of both-more diverse experiences means improved chance of someone having resolved a similar problem before.

A case for gender equality

- Consulting firms Catalyst and McKinsey each studied how gender diversity at senior levels impacts the financial performance of major organizations. Both reported that high returns on equity correlated with greater diversity. In essence, women board directors and women in senior leadership are connected with better financial performance. Studies shows that **$12 trillion can be added to global GDP by 2025 by advancing women's Equality.**

"Business Value of Equality." Unit |, https://trailhead.salesforce.com/en/content/learn/modules/workplace_equality_diversity_and_inclusion/we_diversity_and_inclusion_what_they_are.

Ways for society to keep up with change in the education system.

- **The purpose of education is to obtain knowledge and help students achieve their goals.**
- **Globalization- the way people socialize with others around the world. Everyone is required to think in different ways. Children will have to acquire the skills they need to survive independently. In addition, they will also need to understand different cultures.**
- **Teachers play the main role when it comes to inspiring their students. Therefore, they must communicate with their students because students learn through human contact.**
- **Schools must also encourage a zero-indifference negative behaviour policy just like zero-tolerance for bullying. Teachers can use culturally insensitive moments as opportunities for learning and understanding.**

SOURCES

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