

Advantages and Disadvantages of Diversity in Workplace

by David Ingram



Diversity in the workplace involves a range of elements. Differences in national origin, primary language, religion, social status and age can benefit or harm organizations. Managing diversity effectively is the key to benefit of the advantages and minimizing the disadvantages of diversity in the workplace. For example, co-workers with diverse cultural backgrounds bring unique experiences and perceptions to the table in groups and work teams. Pooling the diverse knowledge and skills of culturally distinct workers together can benefit companies by strengthening teams' productivity and responsiveness to changing conditions.

Promoting cultural diversity through food in “multicultural” Toronto



The City of Toronto prides itself on being “one of the most multicultural cities in the world”. From a demographic perspective, this seems to be the case given that half of its population is born outside of Canada and over 140 languages and dialects are spoken there. But does the presence of immigrants alone make a city “multicultural”? And what does it mean for Toronto to define itself as “multicultural”?

Cultural diversity has become a central component in the way in which Toronto defines itself and constitutes its image. This “celebration of difference” has been used to promote Toronto as a global city to foster economic development and growth by conveying a favourable climate to attract tourists and investment. This is often achieved by marketing “ethnic” neighbourhoods (Chinatown, Little Italy, Greektown, Little India, etc.), festivals (Caribana, Taste of Danforth, etc.), and restaurants.

The marketing and commodification of ethno-cultural diversity in Toronto is exemplified by various branding strategies that present multiculturalism as a product

TRACCIA BUSTA N° 3

What Does Being A Multicultural Family Mean For Us?



For us being a multicultural family means introducing our children to the whole world. A man named Seneca, who lived a very long time ago once said, "I am not born for one corner, the whole world is my native land." I intend to live by his quote and I hope to instill that same mental disposition in my children. God may have made us all a little unique, but he didn't do this to divide us. He made us this way because it's beautiful like this.

In Italy, a Narrow Definition of Family Means Same-Sex Couples Still Can't Adopt



Sen. Monica Cirinna holds a placard reading, "It's time to be civil," as she poses with supporters of same-sex civil unions outside the Italian Senate in Rome

When Italy became the final country in Western Europe to recognize the rights of same-sex couples, the reaction broke down along predictable lines. The Italian advocacy group Arcigay objected that the new civil-union status the law created was an unacceptable second-best to marriage, especially since adoption is still not permitted. Those on the right, echoing the influential view of the Catholic Church, complained that the law was still too close to marriage.

By creating the civil union, Italy is moving in the same direction other Western European countries did—just far more slowly. In the Netherlands, France, the United Kingdom, and Scandinavia, variously named laws (domestic partnerships, civil unions, registered partnerships) began by granting an expanding cluster of rights short of marriage to same-sex partners.

TRACCIA BUSTA N° 5

Welcome to Italy: this is what a real immigration crisis looks like

With 50,000 boat people in just six months, and more to come, the politics of asylum here is becoming increasingly toxic

Nicholas Farrell



Let us suppose that along the coast of Normandy up to one million non-EU migrants are waiting to be packed like sardines in small unseaworthy vessels and to cross the English Channel.

Let us suppose that first the Royal Navy, then the navies of a dozen other EU countries, start to search for all such vessels in the Channel right up to the French coast, out into the North Sea and the Atlantic even, and then ferry all the passengers on board to Dover, Folkestone, Hastings, Eastbourne and Brighton in a surreal modern-day never-ending version of the Dunkirk evacuation of 1940. Would the British government agree to take them all? What of the British people? And if they did agree, what would the British government and people do with all the migrants? How would they cope?

Well, Italy has been invaded in just this way, by migrants from many nations all coming over here from Libya. And Italy's unelected government has agreed to take them all. This makes the Italian people — who are among the least racist in Europe — very angry. It's hard to blame them.

Origami and Outreach



These days, it's not uncommon for me to hear the words "*Konnichiwa, Roach-san!*" echo down the hallway at the Granger, Indiana school where I coordinate the after-school enrichment program as a volunteer. Beyond just celebrating culture, those *konnichiwas* signify that my school is leveraging diversity to enhance learning.

Our origami class was born at a back-to-school night when a fifth grade mother thanked me, in emergent English, for speaking out in support of smaller classes. As the conversation came to an end, I asked Mrs. Kawachi if she would teach an after-school origami class. Although she was convinced that her English skills were insufficient, the parent felt honored by the invitation and said she'd ask a Japanese friend or two if they would be willing to help. They collected delicate paper, identified a variety of origami projects, found short videos that brought the culture of Japan to life, and selected Japanese phrases for the students to learn. The origami class was such a hit that the parent team offered it again during our winter session.

My invitation to Mrs. Kawachi persuaded the larger school community to consider other ways to tap the talent and expertise of its diverse families. A Nigerian father was asked and agreed to lead the first grade "art smart" lesson on African masks next month. He plans to bring in a treasure trove of artifacts. As for after-school enrichment next year, a few moms in the Indian community have a course up their sleeves that will explore Indian culture, complete with henna painting lessons, Bollywood movies, and Hindi