

I'm not a robot



























According to the Oxford English Dictionary, "diversity" is defined as "the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc." [1]. What is diversity According to Oxford dictionary? /ˌdɪvəˈsɪti/ [uncountable, countable, usually singular] a range of many people or things that are very different from each other synonym variety the biological diversity of the rainforests a great/wide/rich diversity of opinion. What is diversity Cambridge Dictionary? diversity, noun [ U ] /dɪˈvɜːsəti/ us. a situation in which many different types of things or people are included in something: ethnic diversity. What is a easy definition of diversity? Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. What is your definition of diversity? Diversity means having a range of people with various racial, ethnic, socioeconomic, and cultural backgrounds and various lifestyles, experience, and interests. Having a variety of individuals and points of view represented in the department. Diversity is a group of people who are different in the same place. What are the 4 types of diversity? Diversity speaking, there are four types of diversity: internal, external, organizational, and worldview. Internal diversity. Internal diversity refers to any trait or characteristic that a person is born with. External diversity. Organizational diversity. Worldview diversity. What is diversity Collins dictionary? Diversity involves the deliberate inclusion in a group or activity of people who are, for example, of different races, genders, and religions. What is a good word for diversity? diversity assortment, diverseness, heterogeneity, heterogeneity, heterogeneity, manifoldness, miscellaneousness, multifariousness, multiplicity. What is the silent word in diversity? Considering the words, DIVERSITY and NURSERY, E is the silent letter as E is not pronounced in these words. What are the 7 pillars of diversity? About 7 Pillars of Inclusion Access. Attitude. Choice. Partnerships. Communication. Policy. Opportunities. What are the 7 key areas of diversity? But, generally, when it comes to workplaces, there are 7 primary types of diversity we can see: Race and Ethnicity. Age and Generation. Gender and Gender Identity. Sexual Orientation. Religious and Spiritual Beliefs. Disability. Socioeconomic Status and Background. What are 5 key areas of diversity? We're focusing here on the five most common areas of diversity that companies identify. Cultural Diversity. The modern working world has been defined by one central phrase: culture fit. Racial Diversity. Gender Diversity. Physical Disabilities. Diversity in Interests. What is the key word of diversity? Keyword: Diversity. Diversity is an abstract noun formed on the adjective diverse. The adjective was borrowed into Middle English from Latin, along with the (now rare) variant form divers. It is typically used to describe populations with internal variation. What is the root of diversity? "Diversity" comes from the Latin for "facing both ways", and "divers" or "diverse" in English has meant "various" since the 13th century. What's the opposite of diversity? Opposite of a range of different things, uniformity, consistency, constancy, evenness. What is the most diverse word in the English language? By this criteria, Set is the clear winner with an astonishing 463 variations in the Oxford English Dictionary. These include a wide range of different grammatical forms including: concrete verb e.g. set an alarm on a clock. abstract verb Mr Smith is set to take over as Prime Minister. What does diversity mean in vocabulary? there's variety/When there's diversity, there's variety. Often, this word is used for diversity of race, class, or gender. To have diversity, you need a mix of whatever you're talking about. If you like science fiction, romantic comedies, cartoons, and action movies, then you like a diversity of types of films. What are the three major themes of diversity? Complex Life Diversity. Interdependence. Evolution. What 3 concepts are parts of diversity? In a study of 180 Spanish corporate managers, we explored perceptions of diversity and found that depending on who is answering, diversity usually means one of three things: demographic diversity (our gender, race, sexual orientation, and so on), experiential diversity (our affinities, hobbies, and abilities), and What are the 10 factors of diversity? Why is diversity important?Here's a list of the different types of diversity in the workplace: Cultural diversity. Racial diversity. Religious diversity. Age diversity. Sex / Gender diversity. Sexual orientation. Disability. What are the two main types of diversity? While defining diversity can be difficult, it may be helpful to understand two different types of diversity: Acquired and inherent. (uncountable, countable, usually singular) a range of many people or things that are very different from each other synonym varietythe biological diversity of the rainforestsa great/wide/rich diversity of opinionExtra ExamplesThe south-east has the highest diversity of freshwater fish in the country.the rich diversity of the city's cultural lifeThere is a wide diversity of views on this subject.There was a great diversity of opinion.The producer was under pressure to maintain a diversity in his output.the need to preserve biological diversityTopics People in societyb2. The environmentb2Oxford Collocations Dictionaryadjectiveconsiderableenormousextraordinary...verb + diversityprepositionSee full entry [uncountable] the quality or fact of including a range of many people or thingsThere is a need for greater diversity and choice in education.Extra Examplesdiversity in the style of the reportsTyrannies do not allow diversity and disagreement. The teaching profession does not yet reflect the diversity of the population.the growing ethnic diversity of Western societiesOxford Collocations Dictionaryadjectiveconsiderableenormousextraordinary...verb + diversityprepositionSee full entry [uncountable] the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, religions, etc.People are being encouraged to celebrate the diversity of their communities.The company is working to improve its profile in terms of diversity and inclusion.Collocations RaceRaceRace and societyfight for/struggle for/promote racial equality/civil rights/equal rights/outlaw/end discrimination/segregation/promote/embrace/celebrate/champion diversity/multiculturalism/attack/criticize/oppose/reject multiculturalism/bridge/break down/transcend cultural/racial barriers/practise/promote (racial/religious) tolerance/integration/exacerbate/widen/perpetuate/reinforce (racial/socio-economic) inequality/conform to/challenge/violate (accepted/established/prevaling/dominant) social/cultural norms/prejudice and racism/experience/encounter racism/discrimination/prejudice (anti-Semitism/islamophobia/face/suffer persecution/discrimination/escape from/flee (racial/political/religious) persecution/denounce/condemn racism/ate/anti-Semitism/islamophobia/challenge/confront racism/discrimination/prejudice/combat/dismantle/eradicate/fight (bhatan)/overt/covert/subtle/institutional/systemic) racism/perpetuate/defy (common/popular/traditional/negative) stereotypes/trench/perpetuate racism/racist attitudes/reflect/reveal/show/have a racial/cultural bias/constitute/be a form of racial/race discrimination/discriminate/be prejudiced/be biased against minority groups/minorities/people of colour/Extra ExamplesYou're lucky to work for a company that values diversity.The college had taken several steps to promote diversity.a changing world that embraces diversity and multiculturalismTopics People in societyb2 Word OriginMiddle English: from Old French diversite, from Latin diversitas, from diversus 'diverse', past participle of divertere 'turn aside', from di- 'aside' + vertere 'to turn'.See diversity in the Oxford Advanced American DictionarySee diversity in the Oxford Learner's Dictionary of Academic EnglishAs a library, NLM provides access to scientific literature. Inclusion in an NLM database does not imply endorsement of, or agreement with, the contents by NLM or the National Institutes of Health. Learn more: PMC Disclaimer | PMC Copyright Notice This article introduces the topic of diversity in this minisymposium by defining the terminology as well as providing descriptions of the positive impact of diversity. We aimed not only to examine the proven effects of diversity, but also to understand the barriers present so we can effectively mitigate these at the individual, institutional and systemic levels. Keywords: Belonging, Diversity, Equity, Health care, Inclusion According to the Oxford English Dictionary, "diversity" is defined as "the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc." [1]. Because technology has helped to make the world more accessible, and with travel and immigration (particularly when there is no pandemic), people are no longer working or living in an insular environment. Living and working with people who have differences is common. By embracing these differences, we celebrate the diversity of the human experience and enrich our profession. Increasingly, young people live in a diverse community. Census data within the United States from 2018 indicate that most children younger than 15 years are from non-White groups [2]. Increasing attention to attributes such as gender identity, ability, ethnicity, sexual identity, creed, socioeconomic background, age, military experience, learning style, personality, education level, geographic background/country of origin, language, marital status, caretaker status, occupation and appearance is necessary because of both a history of oppression and persisting implicit bias. Within the United States, historical structures, many persisting to our modern day, have perpetuated prejudice and discrimination against those who are not able. White, straight, affluent, cis-gender Christian men. We must recognize that individuals who are members of non-dominant groups often face significant disadvantages throughout their lives inclusive of educational opportunities. "Intersectionality" reflects the concept that combinations of social identity can have impact on oppression or privilege. It is imperative that diversity is considered in hiring or selection practices (such as for school or training programs), but also in regard to inclusion and belonging. To illustrate these concepts, diversity is like being invited to dinner; inclusivity is eating at the same table with the same offering of food and tableware; belonging is being able to eat as if you were in your own home. All three are crucial for success. "Tokenism" results when someone who is not of the majority is merely invited but not actually given the same benefits or consideration, i.e. not included. "Equity" refers to providing resources appropriate to the environment to obtain equal outcomes. Imbalances within our social systems result in a need to provide equitable processes. Although we know that race is a political or social construct, without a biological basis, institutional racism is a reality in the United States. The term "race" is at the forefront of descriptions and discussion of diversity and in any survey for new employees as well as in research studies, but the results can often be confusing because of the variety of definitions and perceptions as well as mistrust caused by institutionalized racism. Institutionalized racism is at the forefront of national attention in the wake of the numerous tragic deaths that are increasingly brought to public attention. Although the murder of George Floyd in 2020 was a seminal moment for political organizing, his death has been both pre-ceded and followed by many other Black and indigenous people of color who have died at the hands of police or vigilantes. Similarly, the poorer outcomes for people of color with regard to the coronavirus disease 2019 (COVID-19) pandemic provides a health care example of the impact of systemic bias. Bias in the community is replicated in any work environment without intervention. Diversity and equity in the workplace is a step toward bringing an end to institutionalized racism. Increasing attention is given to the "social determinants of health," which refers to the ways in which conditions in people's environments contribute to their wellbeing. The literature and electronic medical records are among the realms in which we see discussion of social determinants of health [3]. Many of the features of diversity are those that are included in social determinants of health, which can contribute to inequalities in health among groups and are not caused by genetics or willful choices but by cultural factors. Once again, the example of worse outcomes for people of color with COVID-19 illustrates how social determinants of health can result in health inequalities. The impact of these social determinants of health is yet another reason for the importance of diversity within all aspects of life, but particularly within health care delivery systems. By hiring diverse people in our workplaces inclusive of leadership positions, we help broaden the perspectives of the decision makers and we present a workforce that reflects the community. Numerous studies have shown that workers demonstrate better productivity with better health care delivery when there is a diverse environment [4-8]. Further, being inclusive and welcoming is simply the right thing to do. In the United States, many forms of explicit bias are now illegal. Hewlett et al. [9] reported that more diverse groups result in higher levels of performance as well as innovation. Individuals and teams can perform better when they are able to focus on their tasks in a comfortable environment. In addition, a broader perspective and new concepts can be brought forth when all members are able to communicate their ideas. Being inclusive and embracing diversity results in a larger talent pool from which to select team members. Excluding any particular group is a loss for the field. Greater problem-solving ability is found with increased diversity [10-12]. Work output and health care delivery improve with diversity, and evidence demonstrating improved health outcomes is likely to increase steadily with more emphasis on diversity in practice and in research. "Unconscious bias" or "implicit bias" is described as an attitude or reflexive behavior that alters our perceptions and affects our behavior, decision-making and interactions [13-23]. It is important to note that the influence can be positive or negative and might not coincide with our stated beliefs. Unconscious bias is unintentional. It can be seen in forms like gender bias, racial bias, disability bias, affinity bias and beauty bias. One of the notable studies illustrating bias is a randomized double-blind study in which application materials of identical students were provided to faculty with the only difference being the randomly assigned male or female gender of the applicant, and the results demonstrated a clear bias in favor of the male applicant. This bias was present in both male and female faculty [14]. This study highlights that being a member of a discriminated group does not make a person immune from bias against that group. Unconscious bias can be measured by the Implicit Association Test (IAT), which is inexpensive and accessible online [24] and can provide feedback on personal unconscious bias for self-reflection. However, although the test taker receives immediate feedback, this test does not appear to change behavior [25]. Additional work is needed to correct these biases. It becomes important to mitigate unconscious bias at both individual and organizational levels to promote diversity, equity and inclusion [26-30]. Measures can be taken to correct unconscious biases, and recognizing that they exist is the first step. There is a shortage within our pediatric radiology workforce that creates a challenge for those trying to hire a diverse staff. Alternatively, one could view this shortage as an opportunity to recruit from groups who are traditionally underrepresented within our field. The positive impact of diversity in the workforce is undeniable and offers clear benefits [31]. Some clear advantages of having a diverse workforce are a bigger talent pool, increased employee trust and engagement, new perspectives, innovation, better decision-making, improved performance and stronger business profiles and profits. Institutions that are committed to promoting diversity and inclusion have formed committees and taskforces to implement effective change at their workplace. Diversity is not just the right thing to do, it is the essential thing to do. Diversity creates a more cohesive environment so that the health care entity has all the right tools it needs to succeed. None 1.Oxford University Press (2021) Oxford English Dictionary. . Accessed 27 Dec 2021 2.Frey WH (2019) Less than half of U.S. children under 15 are white, census shows. Brookings Metro. . Accessed 27 Jan 2022 3.Trent M, Dooley DG, Douge J. The impact of racism on child and adolescent health. Pediatrics. 2019;144:1-14. doi: 10.1542/peds.2019-1765. 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