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Diversity, in broader terms, refers to the concept of different people living or working together at the same place. This difference may encompass many aspects like race, color, caste, creed, nationality, religion and even gender (Cascio, Cascio, & Nambudiri, 2010). Diversity may refer to the people living in some specific geographical area, or individuals unique in their social and physical characteristics working at the same firm, more commonly known as workplace diversity. Workplace diversity is people from different backgrounds, races, cultures, nationalities and even religions working together in an organization, for the well-being and prosperity of the company.

A lot of work is being done in the area of diversity. One of such efforts is a video titled “Diversity Challenges - What Would You Do?” by Media Partner Collections ("Diversity Challenges - What Would You Do?” 2009). The video gives a great insight into a large firm that has adopted diversity very welcomingly and does not discriminate at all between any employee on the basis of race, gender, nationality, and even disability. A potential new employee goes to this firm to be interviewed and is amazed to see the diverse culture there. Being a newbie and a little bit of conservative mind, he looked down upon every different employee working at the company.

However, the perspective provided by most of those employees were quite different than his thinking. They were still very welcoming and generous towards him, although, knowing his prejudice behavior. I would like to offer the position to Alex because although he is showing a little discriminatory behavior, people tend to change and he seems like a flexible person. Moreover, his qualifications and experience depict that he will prove to be a valuable asset for the company. Only his attitude or behavior can come in the way of his getting this job, in my eyes. The first diversity insight that I have got through this video is that only the performance of an employee should be the highest criteria for hiring and promoting an employee. No matter a person is black or white, performance should be the highest scale for judging any employee in any organization. The second insight is that always keep a positive attitude towards your life and work. Even if your employee is showing some discrimination, treat them with humbleness and kindness; it will help significantly in changing their behavior.

**References**

Cascio, W. F., Cascio, W. F., & Nambudiri, R. (2010). Managing human resources: Productivity, quality of work life, profits. New Delhi: Tata McGraw Hill Private Ltd.

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