**Home Work**

[Name of the Writer]

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**9.1**

Diversity at the workplace is the main focus of the contemporary business. Countries with diverse cultures are promoting diversity in the workplace to ensure the equality and growth of the organization. This diversity in the workplace has two dimensions. First and primary dimension includes sexual orientation, gender, and age while the second dimension includes income, religion, race, color, ethics, geographical location, and education. People pass judgments or make perception for other individuals based on these two dimensions. Therefore, in the workplace, this diversity plays a crucial role. In the past, it is observed that diversity became the reason for the negative or hateful environment. However, with development and education, acceptance of diversity at the workplace is increasing. In fact, organizations use diverse cultures to increase popularity as well as the productivity of the organizations.

Various factors affect diversity in the workplace in which economic conditions are most prominent. For instance, diversity in the workplace becomes the reason for high economic growth. This is because people from different demographic location and education level come together with their unique work style and creativity. Multiple mindsets and its positive use result in making perfect strategies for organization growth which ultimately increase economic growth. Therefore, the organization promotes more diversity in the workplace due to economic conditions and also for enabling the organization to compete in the global market (Kerby & Burns, 2012).

Political and legal issues also affect diversity in the workplace. For instance, political parties often use religion or race as power cards and promote one specific community which results in the dominance of that community at the workplace. Research indicates that the organizations prefer to give high positions to white people than people from other race or religion. However, legal issues ensure equal opportunities for all citizens which increase the diversity at the workplace. Employers cannot discriminate and ignore minorities for their workforce.

**9.2**

America is the country with one of the most diverse workforce. People from a different race, religion, color, and ethnicity come from all around the world to get the education and better job opportunities. In the past, issues like racism, inequality and hate crime affect the economy of the nation but the government is now ensuring the equal distribution of wealth, education, job, and other rights to the people. From the 1960s, political bodies are promoting workplace diversity in America. Therefore, political and legal issues are the main factors that impact diversity at the workplace in the nation.

In 1961, President John F. Kennedy announced a committee to cope with issues like discrimination and avoiding minorities in economic activities. Since then, all political parties who came in power, work for the equality of people. This is important to increase the productivity of the economy. Nixon administration, for instance, reviewed the policy of former president to continue the work for diversity in the workforce during 1971. With time, different policies and laws were made to avoid discrimination on the basis of gender, race, and religion. In contemporary times, an individual from a minority community can file a case if he experiences any sort of inequality or harassment by the high authority of the organization (“13 benefits and challenges of cultural diversity in the workplace Hult Blog,” 2019).

Legal condition is promoting and protecting the diversity at the workplace while political parties are trying to add people from diverse backgrounds in political activities. This is why people are now more open-minded and accepting people from other races, religions, and genders. Women's rights are resulting in more opportunities for women in professional life (Dike, n.d.).

America is one of the nations where people come to settle and build their future life. Therefore, it is the responsibility of the government to produce a positive political condition so that all citizens or immigrants can avail equal opportunities for a better future.

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