

Module 6 Reflection Paper

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Interpersonal Connections in Work

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6/17/24

The information I already was aware of with was the privilege. However, I was not aware of it being so many to identify with. When I think of any privileges it would be racial privilege. Should you be a white person who was raised believing that other people had advantages over you, possibly related to money, you may take offense at the idea that you are somehow better off due to your color. White individuals have an advantage known as "white privilege" that shields them against racial and ethnic discrimination. White privilege, however, does not suggest that white people have never faced difficulties in life or that they never will; rather, it indicates that any difficulties a white person may encounter have nothing to do with the color of their skin.

When I think about diversity, I see a melting pot of knowledge with individuals from different stages of their life. Diverse individuals with a range of experiences, abilities, and viewpoints make up a diverse team. It's evident that team members become more motivated when they experience a deep sense of inclusion in their workplace, which consequently leads to an increase in commitment.

Plan an expo for cultural exchange. Team members can set up booths here to symbolize their nationalities or cultural backgrounds. Insist that they bring traditional fare, music, exhibitions, or relics. Each booth allows team members to visit, learn about various cultures, and pose questions. Through this exercise, cultural knowledge, comprehension, and appreciation are encouraged. Diversity Appreciation Wall You can then make an

appreciation wall in person or virtually. Members of the team can use this area to show their gratitude for the different cultures.

Diverse teams have been shown to be more effective in their decision-making processes, as they are more likely to continuously reexamine facts and remain objective. Additionally, diverse teams may encourage greater scrutiny of each member's actions, which can help keep their collective cognitive resources sharp and vigilant.

By fostering a more diverse and inclusive work environment, employees can become more aware of their own potential biases, which are automatically held assumptions that can lead to blinded thinking and errors in decision-making. By breaking up workplace homogeneity, teams can avoid being limited by a single perspective and make more informed, well-rounded decisions.