



Office of the Mayor-President
Sharon Weston Broome



QUESTIONS

1. WHY IS IT IMPORTANT TO INCREASE DIVERSITY?

2. WHAT IS THE MOST INSPIRING STORY YOU LEARNED FROM BLACK HISTORY?

ESSAYS MUST BE 500-1000 WORDS

Send to: equitycommission@brla.gov

**STUDENT ESSAY
CONTEST 2021**



Why is it important to increase diversity?

Word count: 559 (only including essay)

Kamryn Lemon

Mckinley High School

03/20/03

Why is it important to increase diversity?

Kamryn Lemon

Mckinley Senior High School

Senior

“Why is it important to increase diversity?” When you think about it, the answer is actually quite simple. You want to increase diversity because diversity encourages growth & maturity. When you’ve encountered diversity you’re able to give a large variety of outlooks, opinions, and ideas. For example, If you live in an area where it’s strictly the same type of people, race, culture, and similar beliefs. When you’re exposed to a new setting you’ll know things that could help someone, you’ll be more open or accepting to views you haven’t heard of before, and you’ll be informed enough to know how to properly ask questions and react to things you aren’t used to.

“When you’re exposed to a new setting you’ll know things that could have been helpful.” This point is important because there are situations where someone knowing how to do a certain thing has saved a life. In my case, I was grocery shopping and there was a Latino family standing by the checkout. They knew only a little English. When I got closer I heard the store manager being very rude to them about how they need to come back when they know more English. It genuinely broke my heart, and after that day I scheduled spanish classes at my school, so that next time I could help someone. I lived in a predominately black community & went to a predominately black school, and simply being in a more diverse area could have helped me communicate with them or could have influenced me wanting to learn the language earlier.

“You will be more open or accepting of views you haven’t heard of before.” In society today, there are a lot of people who represent how being in more diverse communities can have a positive effect on not only your growth and success but also your respect and understanding of

different people's values & practices as a whole. Really diverse communities can help combat things like racism and homophobia. Diversity can do that by introducing you to people and things that will help you mature. You'll know what you shouldn't say and how to draw in certain people. All because you were submerged in an ocean of different ideas.

“You'll be informed enough to know how to properly ask questions and react to things you aren't used to.” Diversity can prevent unwanted confrontation and misunderstandings. This is a quote best suited for children or anyone who hasn't fully grasped the concept of being respectful. Children ask questions, whether it's uncomfortable to answer or totally outrageous. You can prevent some offensive questions from being asked by introducing them to different types of people, tasks, and foods and teach children while they are young that people come in many forms, follow different religions, and like different things. When they are older they'll know how to respect things they question and they'll know not to let things they see on the outside distract them from success.

In conclusion, it is very important to increase diversity. It is overall the easiest way to prevent a lot of negative encounters and make people feel more accepted. It might not be easy because despite the many good things about increasing diversity, some people will always choose to stay on the wrong side of things. But increasing diversity will be the reason why they question their motives.

Ann Marie Walker

The Importance of Diversity in Society

Southern University Laboratory School

Senior Class

The Importance of Diversity in Society

Diversity, according to Merriam-Webster's dictionary, is defined as "an instance of being composed of differing elements or qualities." As humans, it is important that we use each of our God given elements and qualities to share with the world in such a way that we inspire future generations. Furthermore, it is important that we join with others and their qualities so that we may show astounding works to our society, thus showing true diversity and power.

"A house divided against itself cannot stand." This quote was given by the late former President of the United States, Abraham Lincoln. No matter how many years ago this was given, the quote still holds true. When you think of a house and its physical structure, if it were split in the middle, the house would cave in and self-destroy. This is because all the pieces of material put together for that house were meant to be together. They were molded specifically for each other. Splitting a house in half would take away from one side of the house, allowing one half of the house to have to overcompensate for the other side. So as the analogy expresses, a house cannot stand while it is divided, and neither can a family or society. For example, when members of a family are constantly disputing over small or large matters, a division will be created in the house. Tension will arise and normally a conversation will have to take place in means of de-escalating such tension. This is the same for members of society. In the early 1900s when physically active segregation was present, Black people and Whites were too busy being divided instead of coming together for a common good for society. Think about it, if people would put aside their differences for a common good, imagine how much power our world would have. If both parties could bring something to the table, there would be no worry about anyone going hungry physically and figuratively. Therefore, no matter race, gender, sexuality, career, interests,

or hairstyle, it is important and vital to keep others close and to come together with our qualities and elements, rather than dividing over differences. “A house divided against itself cannot stand” and neither can a group of people trying to build a good society, where its members can grow up correctly, with good morals.

The power we, as a people in society hold is remarkable. If every single individual would tap into their potential and true inner self and start using their elements and qualities for more than themselves, this world would be far more advanced than it is now. What we need to understand is that through diversity, there is power. Being diverse does not mean that we have less power, and it does not mean that we are trading on who we are or where we come from. It simply means that we find power and truth in being together with other people who can contribute to the success of our nation and ourselves.

Diversity is what we make of ourselves and the people around us. We are far stronger together than we ever will be divided. So why is diversity important? It is important so that we may recognize the power we hold and how our elements and qualities, though different and similar, have contributed to our society.

Aniya Dunn

Why is it important to increase diversity?

Diversity improves the quality of human life. As a little girl, I remember watching my favorite television shows that were often filled with white faces and white traditions. At the time, I didn't realize how much the lack of Black representation was altering the way I viewed myself. One day, I found myself sobbing in the mirror because I didn't understand why my hair was dark and thick and not blonde and straight like Miley Cyrus'. Luckily, my parents noticed the negative impact that the lack of diversity in media had on me and they prioritized putting me in programs that strengthened my sense of self-identity. However, everyone does not have the knowledge or access to programs that reinforce the lack of self-awareness created by the void of visual diversity. Although my identity crisis was created by non-inclusive media, diversity is needed in every entity of life, especially the government. The American political system is based on the rule of the people, but all people need to see themselves in it. It is imperative that we have presidents, senators, governors, mayors, etc that represent every demographic of humanity. Diversity in politics increases civic engagement and changes the relationship between the people and those chosen to lead. Growing up, I was extremely unconcerned with politics until I saw someone aesthetically identical to me elected as Mayor of Baton Rouge. Mayor Sharon Weston Broome is more than a black female Mayor to me, she is what I wish I saw when I would cry in the mirror wishing my physical features were different. Self-hatred is a disease that is almost incurable if left untreated. If my parents did not take initiative, I would still be wishing that my soul was in a different physical shell. It is unfortunate that parents have to stress over saving their child's sense of identity. Diversity should be seen by children the moment they enter elementary

school. Ironically, most schools in Baton Rouge are “Black” schools or “White” schools despite segregation being eradicated decades ago. When diversity is absent, hate and ignorance are left to fester in the hearts of children, causing them to become adults that perpetuate hateful biases based on ignorance. In addition to eradicating ignorance, diversity changes the way that we view ourselves in relation to others. A lot of conflicts are caused by our selfish, individual nature that is created by our society. We fail to realize that our humanity is the same despite the differences in our physical appearance and cultural norms. Increasing diversity allows for an environment where differences are welcomed and not disrespected. Increasing diversity also allows for an environment that is open to learning from each other's cultural differences. Diversity ensures security for people of different ethnicities who choose to go about life demonstrating the true version of themselves and their traditions. When we increase diversity, we increase happiness and confidence. We make it possible to have a society that runs on human interdependence and eradicates the presence of ignorance.

**What is the most inspiring story you learned from
Black History?**

Jayda Morris

Madison Preparatory Academy

Senior (12th grade)

Word Count: 766

What is the most inspiring story you learned from Black History?

Word Count: 766

Born Marguerite Annie Johnson, Maya Angelou was an author, poet, civil rights activist, and pioneer for African Americans, women, and aspiring writers. She is best known for her series of autobiographies, especially her award-winning novel “I Know Why the Caged Bird Sings”. Angelou’s unique and captivating writing style has awarded her much success over the years and caused her to serve as an inspiration to many, myself included, even in her passing.

Maya Angelou was a role model to many for generations, not just because she was African American, female, or a famous novelist, but because of all that she was able to accomplish in her lifetime. In 1993, Angelou served as the first female and first African American to recite a poem at a presidential inauguration, as she recited “On the Pulse of the Morning” for former President Bill Clinton. In 2010, Angelou was also awarded the Presidential Medal of Freedom by the esteemed former President Barack Obama. She won three Grammy awards for her spoken-word albums, over fifty honorary degrees, and several awards for her work in literature and films. Her success is defined by more than awards, though, as her autobiography “I Know Why the Caged Bird Sings” was recognized by Time Magazine as one of the most influential books written in English since 1923. However, her most notable accomplishments come from her activism for racial justice. She worked with Dr. Martin Luther King Jr. to help raise funds for the civil rights organization, Southern Christian Leadership Conference and eventually worked with the organization as a coordinator. Her fundraising activities included starring in a musical revue, “Cabaret for Freedom”, which turned out as a tremendous success, as it brought about donations from many well-known Black celebrities,

including Ruby Dee and Lorraine Hansberry. Angelou's fundraising ventures set the perfect example of using your talents and platform to make a difference.

I am especially influenced by Angelou's work and success as I am a young woman, African American, and an aspiring writer. Ever since I read "I Know Why the Caged Bird Sings" my freshman year, I knew that Angelou was the kind of writer that I aspire to be. I admired her vulnerability and openness with her audience, as well as her detailed descriptions of her emotions. Additionally, I fell in love with the various themes expressed throughout the novel. "Caged Bird" discusses the concepts of identity, estrangement, beauty, and change among many others. However, one of the most outstanding themes of this autobiography was the theme of racism. Angelou explained the experience of growing up as a Black girl in the South—an experience that I can relate to—using just literary devices such as analogies and metaphors. "If growing up is painful for the Southern Black girl, being aware of her displacement is the rust on the razor that threatens the throat. It is an unnecessary insult." (Angelou, 1969, pg. 6). In this quote from "Caged Bird", Angelou analyzes not only dealing with racism and sexism at such a young age, but also being aware of it. She was constantly reminded of her differences from other children her age due to the segregation in the South at the time, which was detrimental to her self-image as a child. Through her pen, Angelou taught me the power of literature, as she used it as a tool to educate her audience on the effects of social injustice. As I attend a university and study journalism going forward in my education, I carry her influence with me. I plan on representing minorities in the media through my future journalism career and raising awareness toward modern-day social injustices such as racial injustice, sexual assault, and gender inequality, as Angelou did.

Maya Angelou's story is more than that of an accomplished writer. Her story is an embodiment of Black history. During some of the most prominent eras of oppression, Angelou was a voice for Black America, as she expressed her activism through both speech and writing. Angelou was a trailblazer, as she served as the first African American and woman in many different areas and helped to redirect the perception of what a Black woman is capable of. Angelou taught us all the importance of representation and of using our strengths to educate on the issues that matter. It is because of the work of Black icons like Maya Angelou that African Americans of today communicate their activism in many different creative ways—through spoken word, song dance, speech, etc. Even in Angelou's decease, her great influence on Black history and Black culture remains to this day.

Topic: Why is it important to increase diversity?

Number of words: 785

Name: Darian Colligan

Name of school: Capitol High School (Senior)

Topic: Why is it important to increase diversity?

Number of Words: 785

Born in Louisiana, you see a mixture of everything. From style to music to food, it's a blend of different cultures, and that's important. It is important to increase diversity because life isn't one-size-fits-all. Everyone has different backgrounds, goals, opinions, likes, and dislikes. Looking at the perspectives of everyone leads to an equal balance. According to Forbes.com, "Diversity gives you access to a greater range of talent, not just the talent that belongs to a particular world-view or ethnicity or some other restricting definition. It helps provide insight into the needs and motivations of all of your client or customer base, rather than just a small part of it." For example, increasing diversity in the workplace, society, or even a classroom can lead to creative, broad-minded, and innovative individuals.

A 2013 study conducted by Harvard Business Review revealed a positive correlation between the diversity — both natural and experiential — of leadership within businesses and performance. According to Future State, Diversity in leadership spurs positive results, creative solutions, and happy employees. They also state that "When we're surrounded by people who are just like us, we're not challenged to stop and think about our words, thoughts or decisions. The presence of diversity, as Kellogg Insight writes, "creates awkwardness, and the need to diffuse this tension leads to better group problem-solving." They continue, "In 2014, Credit Suisse released a report on gender and management. One finding: "Companies with women in top-level positions make more money... We find also that companies with higher female representation at the board level or in top management exhibit higher returns on equity, higher valuations, and also higher payout ratios." Increasing diversity in the workplace is an overall problem solver, from boosting morale to boosting profits.

Increasing diversity in society increases our knowledge and skill level. Embracing a new person into the community allows us to learn from them and teach them what we know. We would all grow together and prosper. Every person is unique in their own ways and if society welcomes more diversity, it will have more resources and productivity. Increasing diversity in society would not only help educate on a skill level but on a mental level as well. There was an experiment done on a little black girl. They placed a white baby doll and a black baby doll in front of her to see what she would pick. The little girl picked up the white baby doll and started playing with it. When asked why she said, “the white doll is the normal one.” When you experience or see more of something, it will become normal. The same idea applies to discrimination. According to Jess Man, “If you are introduced to or become more aware of a different culture, race, gender in a diverse environment or society. You tend to become less discriminating because of your new world experience. The citizen in the society lives a more colorful life experience.”

“The University of Rhode Island defines diversity in the classroom as ‘understanding each student brings unique experiences, strengths, and ideas to our classroom ... Diversity is the exploration and incorporation of these differences to enrich learning in our classroom.’ ” as said in Maria Kampen’s article on the topic. School is supposed to educate and prepare children for the real world. Teachers should introduce new things into their classrooms so the kids will be ready when they encounter them when they’re on their own. When at school you learn how to talk and dress professionally, how to type a resume, and how to demonstrate self-worth and confidence. They teach us all these things to prepare us to get a job, but nothing for when we start working. “Teaching must effectively address and embrace the realities that come with living

and working in a diverse school, community and country.” as stated by Ms. Kampen. As mentioned in the previous paragraph, when engaging in a group of people that are strangers and look nothing like you, you tend to think harder and opinions change. We tend to open our minds and change how we approach different situations.

As you read, increasing the variety of people in a room can have significant impacts on the people themselves and the people they come in contact with. One simple act can change the way they think, speak, and comprehend. Living in a place where you see different faces every day, you grow to appreciate how welcome Baton Rouge is unlike some places in the world. From the festivals to the cuisine to the music, everyone is free to do as they please and embrace the different cultures that flourish here. Diversity is important in the world because we’re all in this together.

Robel Gebremariam

Topic: What is the most inspiring story you learned from Black
History?

Amount of words: 588 words

Liberty Magnet High School

Seven Bucks

Let us consider a question: What is black history? Black history is the acknowledgment and celebration of the many imperative achievements made by African Americans. Furthermore, it is also a time of reminiscing black excellence and life goals. A perfect exemplification of black excellence would be Dwayne "The Rock" Johnson." Dwayne is an American actor, producer, businessman, professional wrestler, and former American/Canadian football player. Johnson has risen to the status of public icon to many people worldwide and has achieved phenomenal success, making him a noble example of a humanitarian. This type of accomplishment is an inspiring feat considering that Johnson overcame an exceptional amount of adversity.

When considering an impactful trailblazer and motivator amongst African American people, Dwayne Johnson is who comes to mind. Additionally, Johnson has a constructed video detailing the adversity he experienced in his life. Furthermore, this video explained and elaborated upon his humble beginnings and trials of adversity. After being removed from his football team, Johnson found himself in a dilemma, where he had to move back in with his parents. One day, as he sat in the car, he realized he only had "seven bucks" in his pocket. It's very inspiring because he could have just settled for a regular 9-5 job, but Johnson wanted to take over the entertainment industry. Johnson stated in the video, "At some point, you gotta be tired of not being number one. Be angry and, you have to play angry and, I play angry and I play angry now...Every day I think my back is against the wall and there is nowhere else to go, but forward." Johnson is saying to the public that if one does not have an adequate motivational drive and the determination to achieve their goals in life, it will create room for more driven people to outshine you.

"If something stands between you and your success, MOVE IT!" This is a famous inspirational quote from Dwayne Johnson. Perhaps Johnson spoke these words because of his enthusiasm directed towards conquering his goals. The quote's underlying message has applications found present in the real world, especially considering a teenager's perspective like mine. Furthermore, It is easier to give in to peer pressure from dream-doubters or people around that do not have one's best interest at heart. The key is to remove all distractions and unambitious people from one's environment to increase the chances of achieving that so-called dream. Moreover, another factor to be considered is self doubt. If allowed to infect an individual's mind, self-doubt can cost one to lose the journey before it has even begun. So, Johnson helps people realize that we have motivators around us and that nothing will stop us from achieving the goals we have in mind when there is external motivation.

Overall, Dwayne "The Rock" Johnson is not your typical Black History selection. Through his rhetoric, actions, and use of his platform, Johnson is ultimately an inspiration to every young African American. His story is very motivational and can provide a more than adequate confidence boost for anyone in need. If one lesson should be taken away from what Johnson is illuminating, it is to always "Be Humble, Be Hungry, and always be the hardest worker in the room."

Link: <https://www.youtube.com/watch?v=W5tlGJwvmCQ>

Why is it important to increase diversity?

812 Words

By Kelsie Lee Mack

Tara High School

812 Words

1. Why is it important to increase diversity?

There are many things that define us in the world. There's race, gender, sexuality, ethnicity, etc. To sum it up, we call this diversity. According to the Merriam-Webster Dictionary, the definition of diversity is, "The inclusion of people of different races, cultures, etc, in a group of organization". My idea of diversity is the many qualities that define someone apart from someone else.

In this world today, I think that we very much need diversity. It is the strong suit of which we stand, and it is ultimately what holds us together as one. Many people think of diversity as hope for our future. Today, without diversity, we wouldn't know much about each other's pasts, history, languages, foods, origins, or even style. Diversity is what makes us believe that together, we can persevere and do things beyond imaginable, as long as we do it together. Many great ideas come from people who work together brainstorming, planning ideas and executing them. When most people think about diversity, they usually refer directly to race, gender, or culture. In reality, there are different types of diversity that can be defined. According to AIU (Alliant International University), there's the main 4 types of diversity; internal, external, organizational, and worldview diversity. These different types are prime factors of the ways diversity can define us.

Firstly, internal diversity is the key idea of diversity. It is the things that we mostly see in daily life pertaining to diversity such as race, ethnicity, age, gender, sexuality, and social

group. This is what mainly defines people and brings them together as they set aside their common differences for the greater good. Success stories and top-notch projects usually come from people who believe in this type of diversity. There are even holidays that bring together diversity. For example, think of Thanksgiving. You love Thanksgiving right? Well we can thank diversity for it because it brings different foods, cultures, and traditions together.

Secondly, there's external diversity. These things are what you would see in say, an interview for work, or even a resume. It includes education, personal interests, how you appear, how your background affects your current daily life, etc. When we think about external diversity, we can say that most of these things we can adjust. For example, you can change the way you look to match a certain area, or to even stand out. You can choose your own education, personal interests, or for example the environment you prefer to live in. This type of diversity can say a lot, because it describes the type of person you really are on the outside.

Then, there's also organizational diversity. This type usually comes from places like work. Many people see this as who you're working with, the pay, the type of person your employer or manager is, where you work, etc. This is crucial because it can say a lot about where and how you do business in the workforce. For example, some people prefer smaller and more controlled, like an individual job. These can include accountants, family therapists, or even tutors. Other people prefer more open jobs that require multiple people, such as construction workers, retailers, scientists, or teachers. Many schools feed off of organizational diversity because there are often lessons or even things like career day, which allows the students to unlock potential and examine different types of jobs in the real world. It can determine who hires

you for what job, and can also be referenced by different people.

Lastly, there's worldview diversity. Worldview diversity is mainly the beliefs of how people view our world and society. It enforces religious belief, morality, the way people view things in life. This type of diversity changes over time as we see things differently in the world. Some people see the world as a bad place, where there is violence, pollution, destruction, and poorly maintained environments. Other people see it as a good place that just needs some change, so they fight to make it a safe, healthy home for all of its inhabitants.

To sum this all up, I believe diversity is much needed and should be increased because we can truly make the earth a better home, starting from us using each other's ideas to start with the small changes and build up to bigger, more worldwide changes. By doing this, we can learn a lot from each other. We can engage in activities that allow us to do things such as critical thinking, brainstorming, planning, working, observing cultural differences, creating things, and persevering together to create a home that is suitable and welcome to people of all types. It will take time but if we set aside our common differences and examine the ways we think, work and live, we can use those values to build a nation that can strive to be the best it can possibly be.

Name: Kacey Day

Why is it important to increase diversity?

Word Count: 588 words

School: Southern University Laboratory School

What is diversity? The dictionary defines diversity as the condition of having or being composed of differing elements. When you mix different elements together it can make something very special and essential to life. Like oxygen, diversity is all around us and extremely important to the way we live. Although there are so many different cultures that make up our society, there could always be more variety. Not just within our home state, but our country as well. Diversity brings everyone together and can be a learning experience for others.

It is extremely important for children to grow up around or to know of different cultures. In today's society, many kids are not familiar with anyone or anything outside of what they have always been used to. Imagine if a child grew up in a town where there weren't many people like them. That child would feel very left out because the people around them didn't really share the same traditions as they did. When the child embraces their culture, the other kids laugh at them because they are not accustomed to that type of lifestyle. It's not new and still happens today. It goes way back in American history. Schools were segregated, restaurants were segregated, and even theaters were segregated. However, African Americans learned to grow from it and make something great out of it. Now, African Americans are the blueprint to a lot of things in today's American society. Small things like fashion, slang, and food in a single culture is enough to bring people together. Having more diversity could create different cultures or traditions itself. Take a look at the Creole people. If Native Americans, West Africans, the French, or the Spanish hadn't come together, we wouldn't have things like gumbo, which is a huge part of Louisiana culture.

Diversity doesn't only bring togetherness, it also brings great challenge. That's why we need to learn more about one another. The main problem is that we don't open ourselves up to

different things. As diversity increases, it will eventually seep into areas where it is dull. More diversity doesn't necessarily mean that everyone should comply with the traditions of other cultures. More diversity means that you can see the way other people live and why they are the way they are. Maybe eventually everyone will see eye to eye and be able to live in harmony. It also allows us to learn and to not allow history to repeat itself. America wouldn't even be America had it not been for the multiple immigrants that decided this was the best place for them to be. By coming here, they spread their goodness and other things that are essential to the way Americans live now. Times have changed and so have the people in society. I feel like our generation will be the ones to get to the bottom of our differences and come together to make something beautiful.

With diversity comes new ideas and creations. With new ideas and creations comes revolution. With revolutionary ideas and creations comes a new era in society. Diversity effects where we grow up and how we grow up. Diversity can cause a domino effect. It doesn't just affect you now, it also affects the future. The way you live right now affects your kids, your grandkids, your great grandkids, and so on. It's never too late to start getting familiar with things you are not used to. It also allows us to learn and to not allow history to repeat itself.

Kayla Harrison

Why is it important to increase diversity?

There are many ethnicities, cultures, skill sets, and talents in many different people. For these reasons, one may want to keep in a diverse atmosphere where there is access to a greater range of abilities and opens the door to understanding all kinds of people. It is important to increase diversity because it allows one to build understanding and broaden their perspectives, it enhances creative abilities and allows one to think outside of their own box, and allows different groups of people to present their viewpoints and altogether come up with creative solutions. When people begin to understand each other and put themselves in the other person's shoes, then they can determine the next plan of action to better their future interactions, especially when having to work together on something. "Each day our society becomes more and more diverse; we meet more people daily and each one brings a new perspective about something into our lives. People everywhere have different opinions and ideas that we might never have thought of. Our lives are filled with people, each with different backgrounds and experiences, who we interact with every day (Ryan Kirby)." It is inevitable that society will continue to become less and less exclusive so it is important to develop an empathic mindset and begin to think about others in a way that they may have not considered before. One can definitely develop more creativity and be inspired by different groups of people. This is why it is important to be surrounded by many kinds of cultures because there are so many ideas and talents that they can contribute. It is also a more accurate representation of the reality of society. If one grows up in an exclusive environment and one day suddenly comes into contact with someone different from them, they would most likely not know how to properly interact. Yoram Solomon says that "Much like different knowledge and education, diversified experiences increase team creativity. When you walk into a room to see a team of 5 who worked together in the same company and same business units for more than 20 years--you will not get Harrison 2 diversity. All team members will think alike. When your

team is made of members who worked in very different business units and possibly different companies--you are assured to increase team creativity.” Diversified groups lead to diversified thoughts and that helps broaden the spectrum of things that can be accomplished in society and regular lifestyle. Everyone wants to feel that their opinion is valid and heard. They want to know that their thoughts, ideas, and skills are significant and can contribute. People of different backgrounds all have a different set of skills and talents that another person may not possess. Bringing those skills together in a diversified atmosphere can make for higher performance in anything and can build stronger bonds. A great point was stated about employees in the workplace, “When employees know their workplace embraces diversity, they are more likely to feel comfortable being themselves, and when they feel they can be themselves, their performance will increase(Porpoise).” Individuals want to feel comfortable investing their ideas and living their lives and if they feel the freedom to do so, then they will excel in everything they put their minds to; free from the hindrances of prejudices and assumptions made about them.

Why is it important to increase diversity?

City of BR Essay

Number of words: 777

Ashante Harris

McKinley Senior High School

Why is it important to increase diversity? That is a well-known question that most can not find an answer to. Let us ask a question. “What is diversity?” According to Webster’s Dictionary, the paraphrased definition of their official definition is to be different and not the same as everyone else. So, why would it be important to increase that difference? What is important about diversity? What does it mean when diversity is increased? Those are the main questions that we will be discussing today.

Let us start with “why would it be important to increase that difference in diversity?”. That is a big question. I may have found an answer. Try to picture this in your head. There is a pit. That pit contains all red balls except for one white ball. This is important because out of all the red balls the white one stands out the most. All of the red balls believe that the white ball will never be noticed because there is only one of them. They will always be surrounded by red balls which will lead them to eventually find a way to stand out from everything else. Imagine that this was with people and the red balls were every other race while the white ball is an African-American. Everyone says that being different can be a good or bad thing. There is a belief that everyone is different in their way. That difference is what is keeping the world sane. Being different also leads to success. So, increasing a difference in the diversity that the world so desperately needs would lead the citizens of the world to have different perspectives of the world around them. It would stand out from everyone else that blends in the background.

Next, “What is important about diversity?”. Diversity means to be different. Being different means to stand out. Standing out means you are not like everyone else. That is what diversity means. So, what is so important about that difference? I will give you an example. In

1955, an African-American woman sat on a bus. When a white man entered that bus and told this woman that she had to give up her seat, she said no. If it was any other African-American, they would have immediately given up their seat and proceeded to the back of the bus. This woman did not. Her name was Rosa Parks. Rosa Parks was different. Because she did not like the way African-Americans were being segregated and she did not see much being done about it, she decided that she was going to do something about it. She is not the only different person. There were many others before and after her. They may have done something similar to this or different from this but they did it for the same reason, to be different from everyone else and to show that they were different.

Now, “what does it mean when diversity is increased?”. Let us rephrase this question. What does it mean when there are more different people in the world? This would mean that there is more creativity. Let us refer back to the ball example. Since that white ball is different from everything else, it would lead to a different mindset. All of the red balls think the same, while the white ball thinks differently. Should we change the example to where there is an even amount of white and red balls. There would be a group that thinks the same and another group that has different and creative ideas. The diversity has increased which means that there are now more white balls than there originally were. Imagine this was with people. The red balls are every other race while the white balls are African-Americans. With more African-Americans around, there can be more different ideas and more creative thinking. When diversity is increased, you can say that the world is becoming more educated. What I mean by this is, that more and more citizens start to become more aware of the people around them. They start to recognize that some are different compared to others and themselves. Even in the workplace

when diversity starts to become increased, more employees and employers feel that they are welcomed because they see others around them that are like them which would cause them to become comfortable within their surroundings.

As a final observation, it has been discovered that it is important to increase diversity because it makes people stand out more from everything else, it shows that when people are different it can lead to making a difference, and increasing diversity in the world it increases the creativity the world has failed to discover.