

Global Diversity Awareness Month- FAQs

What is Global Diversity Awareness Month?

October denotes Global Diversity Awareness Month as a reminder that we must respect every individual irrespective of gender, race, ethnicity, sexuality, religion, etc. It denotes the positive impact of diversity in society.

What is Global Diversity?

The term 'Global Diversity simply means accepting the range of differences amongst people in a cross-cultural or multi-national context. As an organization, we must take a positive look and appreciate global diversity as it helps adopt an inclusive work culture.

What is the difference between Global Diversity Awareness Month and Diversity Month?

Well, the difference is not much.

Global Diversity Awareness Month is in October, and Diversity Month (mostly US-centric) is celebrated in April.

The purpose of the former is to share basic awareness about diversity. In comparison, the latter focuses on celebrating the existence of Latinos, People of Color, the LGBTQIA+ community, and every underrepresented group.

5 Ways Diversity Makes Us Better Human Beings at Work

1. Diversity prepares you to work in a global society.

Your profession or line of work doesn't matter when it comes to diversity. You will work with coworkers and clients from diverse cultures worldwide at one point or the other. When a workplace is diverse and inclusive, you can create a culture of tolerance where people from various backgrounds can interact freely and safely.

2. Enhances your knowledge.

It is amazing when we are surrounded by people of various racial and ethnic identities; we get to learn so many new things. We open ourselves to new ideas and perspectives in life. Knowledge is diverse and cannot come from people who are similar to us.

3. Diversity leads you to success.

From America to India to Africa, every workforce has become more diverse and inclusive than ever. Learning to work with people different from you will increase your ability to work cohesively. It teaches tolerance and acceptance. As a result, you tend to show better teamwork skills.

4. Diversity enhances social development.

All you have to do is interact and know people who belong to underrepresented groups. Doing so widens your social reach and expands the opportunity to attract a diverse talent pool from around the world.

5. Diversity improves your self-awareness.

When you work and learn from people who hold various identities and experiences, you enhance your analyzing skills. You tend to learn from their experiences as well. It takes you one step closer to acknowledging every person who has a story to share.

What is the importance of Global Diversity Awareness Month?

1. It is our differences that make us unique.

If one person knows to make pasta and the other knows wine and cheese, wouldn't it be a great dinner together? The same way people from diverse backgrounds, cultures, and identities can come together and make a robust work culture. Employees will benefit from being exposed to new cultures and learning things they were not familiar with.

And that is why embracing Global Diversity Awareness Month at work is important. It spreads knowledge, curiosity, and acceptance.

2. It lets you experience and enjoy the culture.

In school or our neighborhood, we reside with people from various backgrounds whose roots differ from ours. Similarly, workplaces consist of people from every side of the world. And getting to know them and their traditions widens our thought process.

As public service employees, we must take some time to know our coworkers' and constituents' culture, tradition, and history. Diversity Month is the ideal time to do so and learn about the roots and heritage of the people you work with. It is a powerful way to foster connection, empathy, and respect.

3. It helps to expand our minds.

Listening is a skill that is necessary for learning and development. Most offices are a melting pot of different personalities, each with its own culture and thoughts. Their views might differ from yours, and accepting them the way they are is one approach to creating a positive work culture.

When we ask questions and listen to different perspectives, we become more grounded, thoughtful, and empathetic as humans. And the same must stand true for our workplace. It has the potential to be a great way of fostering inclusion.

How to Celebrate Global Diversity Awareness Month At Work

1. Connect with people

October is Global Diversity Awareness Month, and this is the right time to connect with people on the other side of the world.

2. Learn about various cultures

You can promote diversity and inclusion, and acceptance by educating yourself about differences related to color, gender, race, culture, etc. To make it easier, these are a few ways to learn about diverse cultures and backgrounds.

Movie night (select movies made by underrepresented people across minority communities)

Book reading (select books written by black, queer, African, Asian, or LatinX writers)

Participate in a diversity training program

3. Keep yourself informed

Keeping yourself informed with the global happenings is crucial while educating yourself about diversity and inclusion. The events might be emotionally tragic sometimes, but they are necessary to keep people aware.

Use such events as examples to emphasize the need for equal rights for every worker irrespective of their identities. It helps us feel connected as a team, enhancing coworker engagement levels in our departments.