

Why should YOU join ?

It has been proven by countless of studies that being exposed to different cultures, religions, and ideas benefits you in every way imaginable. The first thing to acknowledge about diversity is that it can be difficult. In the U.S., where the dialogue of inclusion is relatively advanced, even the mention of the word “diversity” can lead to anxiety and conflict. However we need to come to terms with the fact that our society is becoming increasingly diverse. Researchers predict that by 2050, our nation will have no clear racial or ethnic majority. Exposure to diversity enhances critical thinking, problem-solving abilities, academic success, and open mindedness. A diverse student population creates a richer learning environment because students learn most from those who have very different life experiences from theirs. When you learn about different cultures you gain the ability to look through different lenses while observing some of the worlds modern day problems. Being able to accept others regardless of their race, creed, religion, sexual orientation, nationality, and beliefs is essential to living in a global community. This club strives to make this school and this community a better place. We want to fight hate. We want to stop ignorance. We want to spread the message of acceptance. And we will make a change.

- <https://liverichlivewell.com/learn-about-different-cultures/>
- <https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>
- <http://munews.missouri.edu/news-releases/2008/0827-heppner-apa%20award.php>
- <https://www.americanprogress.org/issues/race/news/2012/10/09/41004/10-reasons-why-we-need-diversity-on-college-campuses/>
- <https://tcf.org/content/report/how-racially-diverse-schools-and-classrooms-can-benefit-all-students/>
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<https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>

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Research has shown that social diversity in a group can cause discomfort, rougher interactions, a lack of trust, greater perceived interpersonal conflict, lower communication, less cohesion, more concern about disrespect, and other problems.

People who are different from one another in race, gender and other dimensions bring unique information and experiences to bear on the task at hand. A male and a female engineer might have perspectives as different from one another as an engineer and a physicist—and that is a good thing.

More than 350 students from three universities participated in the study. Group members were asked to discuss a prevailing social issue (either child labor practices or the death penalty) for 15 minutes. The researchers wrote dissenting opinions and had both black and white members deliver them to their groups. When a black person presented a dissenting perspective to a group of whites, the perspective was perceived as more novel and led to broader thinking and consideration of alternatives than when a white person introduced *that same dissenting perspective*. The lesson: when we hear

dissent from someone who is different from us, it provokes more thought than when it comes from someone who looks like us.

When disagreement comes from a socially different person, we are prompted to work harder. Diversity jolts us into cognitive action in ways that homogeneity simply does not.

This logic helps to explain both the upside and the downside of social diversity: people work harder in diverse environments both cognitively and socially. They might not like it, but the hard work can lead to better outcomes

This is how diversity works: by promoting hard work and creativity; by encouraging the consideration of alternatives even before any interpersonal interaction takes place. The pain associated with diversity can be thought of as the pain of exercise. You have to push yourself to grow your muscles. The pain, as the old saw goes, produces the gain. In just the same way, we need diversity—in teams, organizations and society as a whole—if we are to change, grow and innovate.