What value does diversity bring to teams?

Often when we think about diversity and inclusion, we think about it in terms of it being “the right thing to do”. Scott E. Page talks about diversity in two forms, cognitive diversity (the way we think) and identity diversity (who we are). He states that “cognitive diversity and identity diversity gives you a broad set of tools.” We bring these tools to teams and add value to those teams when trying to solve complex problems.

We know that homogeneous teams do not perform as well as diverse teams. This is because there is a broader range of tools that are available to diverse teams. This diversity gives teams a “bonus” so that teams become greater than the sum of their parts. To hear Scott talk more about the value of diverse teams, watch the following videos:

https://www.youtube.com/watch?v=wULRXoYThDc

https://www.youtube.com/watch?reload=9&v=FKCYtzkDEXw

Scott E. Page's new book is called "The Diversity Bonus: How Great Teams Pay Off in the Knowledge Economy". "In it, Scott presents overwhelming evidence that teams that include different kinds of thinkers outperform homogeneous groups in complex tasks, producing what he calls "diversity bonuses." The book draws on research in economics, psychology, computer science and other fields."

Scott is a professor of complex systems, political science and economics and is a senior research scientist at the Institute for Social Research, University of Michigan.

Upcoming Programming

EDI, HRS Workshop:
Introduction to Unconscious Bias
Date: August 23, 2018, 1pm – 3:30pm

CCDI Webinars and Facilitated Discussions:
Sponsorship Toward Success
Date: August 8, 11am - 1pm

Diversity and Inclusion Communications
Date: August 15, 11am - 1pm

To see all upcoming events, please go to: https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion/educational-offerings

Resources

Are you looking for a way to bring diversity into your classroom? The Teaching for Diversity website provides "information, frameworks, and curricular resources to teachers to enhance curricular outcomes related to ethnic diversity." This website was created out of a Social Sciences and Humanities Research Council of Canada (SSHRC) funded research project titled "Teachers' and Students' Understandings of Ethnic Diversity: Implications for Multicultural Education in Canada". While the focus is mostly on primary and secondary education, many of the tools and information is translatable to a post secondary context.

https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion

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