

## **An Analysis of Cultural Diversity and Why Does it Matter**

Today, most people recognize cultural diversity and contend it as an intrinsic good. Cultural diversity can be defined as the difference among individuals as well as groups involving the place of origin, age, culture, languages and physical abilities. Moreover, factors such as gender, class, religion, professional occupation and academic knowledge can also be considered. Notably, organizations should not only pay attention to the definition of diversity in the workplace only because of its scope. Therefore, the issue of cultural diversity should be addressed from various angles to ensure that it is understood by everyone.

Cultural difference can be contended as a basic component that emerges from the intercultural interaction. Therefore, cultural identity can be described as the identification for communications of a shared system of symbolic verbal behavior that are significant to the group members who have a sense of belonging as well as common traditions, heritage, language as well as similar norms of behavior. For instance, during communication, different messages ranging from eye contact to turn taking are sometimes factors that lead to intercultural conflict. Therefore, feelings such as conflict, frustration, confusion as well as embarrassment are feelings displayed during rigid cultural communication. Ethnic identity, on the other hand, is a set of self-ideas regarding one's ethnic membership. Ethnic identity has to do with components such as self-identification, knowledge concerning ethnic culture such as traditions, customs, values as well as behaviors; moreover, ethnic identity involves the feelings of belonging to a group.

### **Pros and Cons of Cultural Diversity**

Cultural diversity has displayed extensive the complex consequences. Concerning the positive effects, it is possible for one to generate arguments about its valuable contribution to the society. Firstly, about the long-term perspective, it is evident that all the positive impacts contribute to sustainable differentiation by developing higher creativity, innovation, as well as productivity. At the same time, cultural diversity has its shortcomings. The negative effects of cultural diversity can be classified into various levels in an organization. Adverse impacts on the cognitive as well as behavioral level can be associated with individuals. While at team levels, the negative effects may manifest themselves into the problems of communication.

### **Cultural Diversity in the USA**

According to the U.S. Census Bureau, in 2009 the American population was 80% white, 16% Hispanic 13% African-American, 5% Asian, 1% American Indian and 0.2% Native Hawaiian. It is important to note that each race contains various ethnic groups. The large numbers of the ethnic population can be credited to the significant immigrant population. Geographically, in the South as well as West, there are specific areas that have large portions of the total population that are a minority. Notably, close to half of the people in the West was a minority in 2010. California emerges as the state that contains the largest minority population at 22.3

million. Additionally, the years between 2000 and 2010, Texas joined California, the District of Columbia, Hawaii as well as New Mexico in having the largest population of the minority. Here, more than 50% of the population was part of the minority group. Additionally, the examination of racial as well as ethnic group distributions countrywide, assert that while the non-Hispanic white alone population is still the largest major race as well as an ethnic group in the United States, however, it is growing at the slowest rate. On the other hand, the Hispanic and Asian populations have grown extensively in part because of moderately higher levels of immigration.

### **Cultural Diversity Does Matter**

Culture is the lens with which individuals in a society assess everything around them, therefore. Cultural diversity matters. Culture enables people to analyze what is proper or improper, what is viewed as normal or insane. Notably, when one encounters or associates himself with a culture that is not his, he may get a shock or get disoriented due to the different culture. Therefore, most individuals employ their culture as a basis to judge other cultures, thus the risk of people beginning to discriminate other's way of life. Thus the need for cultural diversity, America as a country, workplaces as well as well as schools gradually consisting of people of various cultural, racial as well as ethnic groups (Belfield). Therefore, as a diverse society, we can learn from one another and acknowledge different perspectives within the world in which we live. Moreover, it aids in eliminating negative stereotypes as well as personal biases regarding different groups.

Conclusively, any society should support cultural diversity to make it a more interesting place to stay. As people interact with one another, bridges are built of respect as well as trust. Thus understanding across cultures. Values should not be imposed open people from different cultures, and people should emulate proactive listening and accepting people with ideas that are not different from their own. Ultimately, each should support the idea that each person can make a distinct contribution to a diverse society.