

Diversity and Inclusivity

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The Importance of Cultural diversity:

- ▶ Cultural diversity is a very basic part of every society. Different people share different food habits, different work cultures, different family cultures, the list goes on. But somewhere down the lane these differences have been overcome to form diverse societies, accommodating all kinds of people, a prime example being India. Therefore, it is important to accept these differences and develop mutual respect to maintain the harmony of the society.

Gender Inclusivity in Modern Workplaces:

- ▶ The human race is a very beautiful portrayal of complimentary counterparts – Men and Women. The genders fit each other very well in every aspect of life. This applies in the field of work too. Companies which have included both men and women in their teams have statistically shown improvement in results. It is reported that the teams that have both of them have generated more diverse thought processes, resulting in better outcomes.

The Complexion Complexity:

- ▶ Indian teenagers have a rather crazy vice of expressing indifference to dark skinned people. According to a survey report by India Today, India is ranked among the world's most racist countries. There is a weird culture of name calling darker skinned peers such as 'Kala' or 'Kalue'. Indian teenagers have normalized fair skin as a beauty standard while associating darker skin with hatred and disgust.
- ▶ This has led to increase in mental health issues, and not being a major rulebook issue, it is not given enough attention. Therefore it is necessary to change people's mindset and bullying on the basis of skin color must be put to an end. Only then will the darker skinned individuals feel that they are part of the same, educated and culturally rich Indian society.

Inclusive Education - A Path to Equality:

- ▶ For the last part of this article, it is important to talk about the solutions to the issue of inclusion, the major one being EDUCATION. A person's education shapes his notions and perceptions about the world. When the idea of inclusion is inculcated into the education system, only then will the upcoming generations learn to respect everybody and create a society which can accommodate all.
- ▶ One simple way to do this, is to make the students aware of the social differences and the feelings of the people who are ill – treated due to these differences. It is our responsibility to carve a harmonious society, where smiles can be seen all around like waves in an ocean. I am sure we can do that.

“Whatever affects one directly, Affects all indirectly”

Martin Luther King Jr.