

## CHAPTER OVERVIEW

### 1: Define diversity and diversity consciousness



Exhibit 5.1 (Credit: rawpixel/ Pixabay/ (CC BY 0))

#### Learning Outcomes

After reading this chapter, you should be able to answer these questions:

1. What is diversity?
2. How diverse is the workforce?
3. How does diversity impact companies and the workforce?
4. What is workplace discrimination, and how does it affect different social identity groups?
5. What key theories help managers understand the benefits and challenges of managing the diverse workforce?
6. How can managers reap benefits from diversity and mitigate its challenges?
7. What can organizations do to ensure applicants, employees, and customers from all backgrounds are valued?

[1.1: An Introduction to Workplace Diversity](#)

[1.2: Diversity and the Workforce](#)

[1.3: Diversity and Its Impact on Companies](#)

[1.4: Key Diversity Theories](#)

[1.5: Challenges of Diversity](#)

[1.6: Benefits and Challenges of Workplace Diversity](#)

[1.7: Managerial Decision Exercise](#)

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