Oumou Azika

Professor Oakes

WRT 205

Source 3: “Diversity vs Inclusion: Which Comes First?

Fox, Declan. “Diversity vs. Inclusion: Difference Between Diversity and Inclusion.” *NovoEd*, 23 Feb. 2021, www.novoed.com/resources/blog/which-comes-first-diversity-inclusion/.

Declan Fox is a product marketer for NovoEd who is passionate about the use of technology to provide people with the opportunity for learning and growth. In his article “Diversity vs Inclusion: Which comes first?” Declan proposes that the reason many companies are not successful with creating a diverse and inclusive workplace is because they clump diversity and inclusion together like it is one thing. This is significant because companies will bring in new employees in hopes of increasing their diversity which has been shown to contribute to the increase in the performance of many companies. What many organizations fail to realize is the only way the benefits of diversity can be seen in the workplace is if the workplace is inclusive, not just by hiring more diverse people