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WRT 205

Source 4: “Diversity vs Inclusion: There's Only One Winner”

“Diversity vs Inclusion: There's Only One Winner.” *European Union News*, 2018, syracuse.summon.serialssolutions.com.libezproxy2.syr.edu/2.0.0/link/0/eLvHCXMwpV3dS8MwED-mggiCExW\_yYv44myaNOsiiMxtZQMRBR98K1maynB0pVmV\_vcmcWXDp4Ev95SPIzl-uQu\_uwOg5Ba3\_mACDzEThBFp\_HFbkbyDEx4Q1Vb-GKepK\_75\_MqGT2HvhfcbENWpMY78bqHSgbbIc-0lM-l1GbWVxAln3uNo8LDSS6O8zyo9jaWKdVVswJaPKbXG\_j4KF6C78nxEe\_C53GlcU0fMzBU6dV2X8f\_qNKFpkSsXuSpQ99cw9qGhsgPw-jULA31pNMnktLSfZXfIeoHqWqNZNq2MUOjbteQ6hJto8NYbtqwy8aJfpRHaRvT6Q5Rax0ut6BHsCkuYz-YusS45BiSCQBHuK2niu6DNOCd4HAZYEsraKvXJCVyttfbpmuPOYMf4Gi6dj3TOYXNelOoCts2xCFlqdemu6AdiMq5F. Accessed 15 July 2021.

Tamara Box is a guest writer for the European Union News and is the Managing Partner, EME, and Head of Structured Finance at international top 20 law firm Reed Smith. In her article Tamara explains that although diversity is very important, inclusion is more important. She compares the results of several companies when they attempted to incorporate a more diverse workplace. She says that some companies were able to see benefits although others were not and the main difference, she noticed was inclusion. The companies that were not seeing the benefits had treated diversity more like a “box ticking exercise” rather than a change in the companies culture. Tamara supports that when done correctly inclusion should change the culture of an organization so that it is welcoming for all. She also says that since more and more millennials are being employed there should be more effort in inclusive practices since millennials value “belonging, self-esteem and self-actualization” more than previous generations have.

I think this is helpful to my topic because the message is that inclusion creates an environment which fosters diversity. It is one thing to be able to bring in fresh faces with brilliant ideas but it is an entirely different thing to be able to support these people and foster and environment where they can form many more ideas. Without this culture created by inclusion it is not possible to properly support these people. I found it very important that Tamara mentioned the need for more inclusivity and the connection between millennials and future generations. I feel like mental health and self-care have been emphasized in recent years and millennials are less likely to stay where they feel they are not welcome which means that if companies what to recruit the best workers in this generation, they need to understand how to make them feel valued, and appreciated. I like that she mentioned that Todays workers are more independent and self aware meaning they need an environment which will continue to support them long after they have entered the environment, thus companies have to learn to switch their culture and become more inclusive if they want to be successful. One quote that stood out to me in particular is when Tamara said “When diversity is treated as box-ticking exercise, rather than as a part of the culture of inclusion, it becomes simple window-dressing” this means that it is just a cover for all the things that are wrong and once you are past it, you are able to realize all the practices that have not changed and contradict what the company is going for.