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Source 5: “Diversity at work: The Practice of Inclusion”

Ferdman, Bernardo M., et al. *Diversity at Work: the Practice of Inclusion*. Vol. 33, Jossey-Bass, A Wiley Brand, 2014, syracuse.summon.serialssolutions.com/2.0.0/link/0/eLvHCXMwhV1LT8MwDLbGkHicxkvreKwgjdtQ-k6vjE07ANokDtyitkukaVU30RbGv8fpYy82uERJnbSJ2zqfHScGMPQH0t6QCURYIyFc37NNbgltRAPKEQsL2yeeFXC53\_l1aPWfnc7AfapAGTN1ee2vF78lwHRmL5fQASfw-6TwMCn8HFo68VDAka8szA3BLwFTRFuYljuTMDsVmIyjIEyl1WoPtToiI0MY7y9LE05-\_yz-ECpKGTRYFHDmpcWRUiXRWC0jHVHtsRdPUJihoEvidYwbewKVZZkJprMUiYfxZByGMQpnuWj7jT1NY74yF\_ZqsM\_lBokTqPDoFA5Kz\_kzqC3GrnqJKsd9Ds1e963Tb5c3YoW1iJkyjhD-6hdQjaYRr4PqGm4gHIcIjXqmr1m-7zi2CDgVAR15GlfgbmUU7DPMlnljtjb0fytJfiiglhxgGb1wUGXdxw7qmViLKtDIOcO2PqSVc4vN8qM6mM5inRFG5bGICE0RnrBknihQ36hnE7kcTG3sQnPB5\_wRujl3mD\_J0Jlu67psvINpCtz-IpWLiAw1fsR-ZmN380s4Qjhm5gaeK6gmHym\_Xr7rm-zrw3Q40H4APb77vA, Accessed 4 Aug. 2021.

Bernardo Ferdman is scholar-practitioner with over 35 years of experience working with diverse groups and organizations to help increase individual and collective effectiveness and inclusion. In the chapter of his book titled “The Practice of Inclusion in Diverse Organizations” he describes inclusion as “ a core concept in relation to diversity”. He argues that the core of inclusion is how individuals psychologically experience it. He says this is because the experience of inclusion is made possible by those who are in contact with you. Bernardo explains the difference between inclusion and diversity when he mentions that inclusion can be thought of as what is done with diversity because diversity brings in different people but inclusion teaches us to value and appreciate people because of their differences rather than in spite of their differences.

I think this Bernardo’s contributions are important to my topic because they tell the difference between inclusion and diversity. I like that he said inclusion teaches to appreciate people **in spite** of their differences because I think that is one of the main this that differentiate diversity and inclusion. Diversity relates to people of different abilities and backgrounds whether it be race, religion, gender etc. Whereas inclusion takes all these differences in account and teaches you to appreciate each person and the things that make them different. My favorite quote from this is “Inclusion involves recognizing, appreciating, and leveraging diversity so as to allow members of different cultural and identity groups to work together productively without subsuming those differences and, when possible, using those differences for

the common good. “ I think this quote alone does a good job at summarizing what Bernardo was saying in the chapter