



# Diversity & Inclusion Moment

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Stony Brook  
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# How Diversity Makes Us Smarter

- Diversity enhances creativity.
- It encourages the search for novel information and perspectives, leading to better decision-making and problem-solving.
- It can improve the bottom line of companies and lead to breakthrough innovations.
- Simply being exposed to diversity can change the way you think.
- It is the conclusion drawn from decades of research from organizational scientists, psychologists, sociologists, economists and demographers.



Source: [www.creativitypost.com](http://www.creativitypost.com)





# Diversity and Innovation

- People who are different from one another in race, gender and other dimensions bring unique information and experiences to bear on the task at hand.
- Research on the effect of gender diversity on the top 1500 firms in the U.S. showed that, on average, “female representation in top management leads to an increase of \$42 million in firm value.”
- In August 2012, a team of researchers issued a report in which they examined 2,360 companies globally. They found that companies with one or more women on the board delivered higher average returns on equity and better average growth.





# How Diversity Provokes Thought

- A study conducted by UIUC examine the impact of racial diversity on small decision-making groups found that the groups with racial diversity significantly outperformed the groups with no racial diversity.
- A study involving 186 people who identified as a Democrat or a Republican showed that **when disagreement comes from a socially different person, people are prompted to work harder.**
- Examination of the ethnic identity of the authors of 1.5 million scientific papers written between 1985 and 2008 showed that papers written by diverse groups receive more citations than papers written by people from the same ethnic group.



# The Power of Anticipation



- Adding social diversity to a group makes people believe that differences of perspective might exist, and that belief makes people change their behavior.
- When members of a group notice that they are socially different from one another, they change their expectations. They anticipate differences of opinion and perspective. They assume they will need to work harder to come to a consensus.
- People work harder in diverse environments both cognitively and socially.

