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USING THE PRINCIPLES OF DIVERSITY ACCEPTANCE AND ORGANISATIONAL INCLUSIVE BEHAVIOUR, WE EXPLORE TWO CYCLES OF DIVERSITY. 1) A ‘VICIOUS’ PATH, WHERE DIVERSITY ADJUSTMENTS ARE NOT APPLIED OR EFFECTIVE, HIGHLIGHTS THE PROBLEMS THAT OCCUR AS A RESULT OF INCREASED HETEROGENEITY. 2) A ‘VIRTUOUS’ PATH, WHERE DIVERSITY ADJUSTMENTS ARE SUCCESSFUL, SHOWS THE BENEFITS OF DIVERSITY ACCEPTANCE AND ORGANISATIONAL INCLUSIVE BEHAVIOUR.

WHAT PICTURE DOES THIS PAINT?

- Are we STRONG AND BRAVE?
- Are we PROUD & NOBLE?
- Is the work DIFFICULT & DANGEROUS?
- Do we need STRENGTH & COURAGE?
- Are we a HIGHLY TRAINED ELITE?

- First an assumption:
  - Volunteering is competitive marketplace – the commodity being traded is the volunteer

- Opportunity Costs:
  - Diversity brings bigger Vol pools
  - Early integration success builds competitive edge

- Flexibility:
  - Builds a less rigid and less standardised system – more fluid.
  - Increased fluidity leads to faster and more effective reactions to environmental change.
  - Diversity increases availability (e.g. women during the day; CALD celebrate at different times of the year)

- Creativity:
  - Diverse perspectives, varied skills and experiences
  - Increased creativity increases problem solving & decision making
  - Diversified thought increases critical analysis of issues (Devil’s advocacy)