Category: Attitudes and Beliefs

This category contains questions surrounding attitudes and beliefs that societies hold in relation to Diversity and Inclusion. We firmly believe that there are no right or wrong answers to many of these questions; instead, through discussion and critical thought, attitudes can be explored and sometimes confirmed, sometimes corrected.

Some of the questions in this category are similar or the same as questions in the Inclusive Practices category.

Questions to consider;

- **Diversity and Multiculturalism are the same thing.** “My workplace has lots of different nationalities represented. We must be diverse!”


  Multiculturalism is a political process that tries to define people based on their ethnicity, and uses those definitions to work out how to treat those people. This process undermines the advantages of diversity; that is diversity is when many different cultures, races, nationalities blend together, the coming together is what causes clashes and conflicts that help to improve society. Defining people and boxing them up attempts to minimise these clashes. Conflict caused by diversity can be useful because it forces us to consider how we can solve a problem by asking how we can change society to solve this problem. Multiculturalism tries to solve problems in terms of culture or faith that makes them hard to solve. Therefore, multiculturalism emphasises difference, segregates, and tends to ignore the individual in favour of catering to a generalised representation of a particular group. Diversity blends people and encourages solutions to issues by changing the way we do things to the benefit of all.

- **Should Australia Day be celebrated in the workplace or should it be a mandatorily ordinary day at work?**


  There are many articles which identify barriers to diversity and inclusion, either explicitly or implicitly. These articles all provide examples of how the attitudes and beliefs of people influence how inclusive society can be and therefore how able Community Services workers are able to make their workplaces.