Understanding diversity in the workplace: Cultural metaphors or metaphors of identity

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Main content
Abstract:
Businesses in a global environment require an increased awareness of social and cultural identities and communication skills to create harmony. Understanding and appreciation of fundamental differences are needed for an effective interpersonal and intercultural communication.

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Cultural diversity is a major issue in diversity management. Ely and Roberts (2008) define cultural diversity as differences among team members in race, ethnicity, gender, religion, nationality, or other dimensions of social identity that are marked by a history of intergroup prejudice, discrimination or oppression. The basic metaphor is the classic melting pot that is new comers assimilates into the basic, existing identity by dissolving their old memberships and value systems. Other supporters of this model are Fredrickson (1999) as one way assimilation models and Berry (1980) as assimilation. The open culture created an atmosphere of trust and mutual understanding in the early days of Hp as trust is thought to be the most important for a profitable and flourishing enterprise. Metaphors for "Culture". Trying to define "Culture" has certainly produced a torrent of words over the years. We can better approximate the complex, ill-defined nature of this large concept by working with metaphors that explore the dimensions of the proverbial elephant from several directions. Here are a few of the metaphors that have made their way into popular usage in the field of intercultural communication, noting that of course each of these authors have theories that are more nuanced and varied than one particular metaphor. You are welcome to email me corrections a Diversity in the workplace is more essential now than it's ever been. If you’re wondering what that means and why it’s the case, we're here to help shed some light on where things stand today, where we feel they’re headed in the future, and why there's never been a better time to upgrade diversity and inclusion from buzzwords to business initiatives. So, What Exactly is Diversity? In terms of the workplace, diversity refers to an organization ensuring the talent pool they recruit, retain, and develop is a varied one. In
relation to diversity, inclusion is specifically where team managers working on the frontlines personally hold the greatest sway over how integrated and respected each employee feels. Fitzgerald, Thomas K., 1997. "Understanding diversity in the workplace: Cultural metaphors or metaphors of identity?" Business Horizons, Elsevier, vol. 40(4), pages 66-70. Handle: RePEc:eee:bushor:v:40:y:1997:i:4:p:66-70. If you know of missing items citing this one, you can help us creating those links by adding the relevant references in the same way as above, for each referring item. If you are a registered author of this item, you may also want to check the "citations" tab in your RePEc Author Service profile, as there may be some citations waiting for confirmation. Please note that corrections may take a couple of weeks to filter through the various RePEc services. More services and features. Because of this, diversity in the workplace can elicit deep responses from individuals. Many of these responses stem from the values that people were taught as children or raised with throughout their lives. Want to learn more? Take an online course in Diversity Training. Multicultural Society. The metaphor of the "melting pot" is not an ideal representation of the various cultures that exist in the United States today. In a melting pot, you place a variety of different metals that melt together over a hot fire to form a product that is stronger than any one metal on its own. Cultural issues are all too common in organizations. These issues arise simply because of misunderstandings that stem from a lack of communication or knowledge regarding that particular culture.