

DIVERSITY IS HARMFUL

You represent the anti-diversity perspective. Your position is, "*Diversity is harmful in many ways and should be discouraged in our society.*" Given below are arguments that support your position. Summarize the evidence given below. Research your position and find as much additional information to support it as possible. Arrange your information into a compelling, convincing, and persuasive argument that your position is valid and correct. Plan how to best present your assigned position to ensure it receives a fair and complete hearing. Make at least one visual to help you present a persuasive case for your position.

1. **Diversity increases stereotyping and prejudice.** Before actual contact takes place, only vague impressions of members of other groups may exist. With actual contact with diverse individuals, stereotypes can be confirmed and prejudice can be strengthened.
2. **Diversity creates interaction strain** (feeling discomfort and uncertainty as to how to behave). Interaction strain inhibits interaction, creates ambivalence, and fosters atypical behavior such as over-friendliness followed by withdrawal and avoidance.
3. **Diversity increases the negativity of relationships.** There is evidence that we like people we see as similar to ourselves and we dislike people who seem different. The dislike can lead to rejection, scapegoating, bullying, hostility, and even racism.
4. **Diversity lowers productivity.** Diversity creates difficulties in communication, coordination, and decision making. These difficulties result in more time being spent in trying to communicate and less time being spent on completing the task. Productivity suffers.
5. **Diversity makes life more complex and difficult.** It is so easy to relate to similar people. You never have to stop and think about what to say or do. The more diverse the group, the more you have to monitor your statements and behavior to ensure that you do not inadvertently insult or hurt someone's feelings.
6. **Diversity requires more effort to relate to others.** Even talking to a person from another culture takes more concentration and effort. Accents can be distracting. Phrases can be unusual. Communicating effectively with diverse individuals takes more effort than with individuals just like yourself.
7. **Diversity can be threatening,** which creates defensiveness, egocentrism, and closed-minded rejection of new information. The more defensive a person, the more closed-minded and the less receptive to new information the person becomes.
8. **Diversity creates internal dissonance and anxiety** by challenging the standard ways of thinking and doing things. Strange, new ways of perceiving the world and completing tasks can create dissonance about one's traditional behavior and anxiety results. People are calmer and happier when they are with homogeneous peers.

