

Diversity: Why is it so poorly understood?

Get a good idea why diversity is so poorly understood by reading "[How Do You Measure Diversity?](#)" by Jonah Newman, *Chronicle of Higher Education*, May 5, 2014.

Diversity with regard to race and gender is incomplete. Woefully incomplete.

Would we be having this discussion of diversity of race and gender without diversity of thought, *e.g.*, tolerance with regard to race and gender?

"Diversity commonly refers to an organization's employment of different races and genders. In an academic setting [and from a simple dictionary definition], diversity is a broader notion. It includes tolerance of different ideas. Tolerant administrators and faculty supposedly embrace difference and alternative views, *i.e.*, diversity of thought, reason, and evidence...

It seems intuitive that there is a relation between tolerance of ideas and tolerance of gender and race. Does tolerance of ideas, reason, and attention to evidence signal tolerance in general? Does diversity of ideas precede tolerance for diversity of gender and race? Or does diversity of gender and race precede tolerance of diversity of ideas? The answer is less important than whether an institution and its members abide by their public representations of tolerance of race, gender, and expression of ideas and thought. Be that as it may, race and gender are relatively easy to identify and measure. Ideas, on the other hand, do not have physical attributes and measurement of tolerance may be subtle, especially in an academic institution with its relatively sophisticated professorate. That poses a problem for identifying and measuring tolerance of ideas ..."

The bottom line: ***What good have we when a racial and gender diverse group acts with intolerance by mobbing and punishing individuals with different ideas?***

See, [University and AACSB Diversity](#).

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