



## South Carolina Academic/Career Development Integration Activity (DRAFT)

**Title** Diversity in the Workplace (HS-5)\*

**Subject** Biology

**Grade Level(s)** 9-12

**SC Content Standard Biology - Standard B-5.** The student will demonstrate an understanding of biological evolution and the diversity of life.

B-5.3. Explain how diversity in a species increases the chances of its survival.

### **National Career Development Guidelines Goal/Indicator**

Personal Social Development GOAL PS2. Develop positive interpersonal skills including respect for diversity.

Indicator PS2.K9. Recognize that you should have knowledge about, respect for, openness to, and appreciation for all kinds of human diversity.

### **Career Development Objectives**

1. The student will explain how diversity in a species increases the chances of its survival.
2. The student will identify ways that having diverse employees helps to ensure the survival and success of a business.

### **Assessment**

1. The student will complete a brief report that explains how diversity in a species increases the chances of its survival.
2. The student will complete the *Strength in Diversity* worksheet.

### **Preparation**

- **Prior Learning**—Instruction on the topics of natural selection and how diversity in a species increases the chances of its survival. Familiarity with one's strengths and abilities.
- **Handouts/Worksheets**—*Strength in Diversity* worksheet, handouts and worksheets related to the diversity and species survival report
- **Resources/Materials**—websites for species diversity research and related resources, textbook
- **Time Required**—120 minutes plus outside report work and research

\* Adapted from *Career Development Tool Kit*, Linda Kobylarz & Associates, 2001. Used with permission.

## **Procedures**

### **Part One (60 minutes)**

- In this activity, students will further explore the topic of how diversity in a species increases the chances of its survival. Students will identify types of diversity in the workplace and explain how the diversity of its employees is key to the survival and success of a business.
- Review with students the major points about how diversity in a species increases the chances of its survival. Brainstorm with students examples of such diversity.
- Review with students the instructions for the report. They are to write a brief report that explains how diversity in a species increases the chances of its survival.
- Review resources for the assignment. Brainstorm keywords for a *Google* search.
- Give students time to complete the assignment as homework.

### **Part Two — Career Development Connections (60 minutes)**

- Engage students in a conversation about how humans are diverse. Brainstorm some examples of ways humans are diverse (e.g., size, race, physical characteristics, culture, skills and abilities, learning style, multiple intelligences, beliefs, and personality type).
- Brainstorm with students the departments in a typical business. For example a company that manufactures shampoo might have departments such as: research and product development, marketing and sales, management, manufacturing, warehouse and transportation, purchasing, financial, clerical support, customer service, and information and technology). Discuss briefly the functions of the departments. What kinds of skills would people need? Would they all be the same? What if everyone in product development thought the same way and had the same ideas? Make the point that diversity is a key to the success of any business.
- Remind students that we are all unique and have special qualities to bring to any endeavor.
- Give students a copy of the *Strength in Diversity* worksheet. Have students identify several ways that they are unique. What strengths and abilities do they bring to the workplace diversity mix.
- Invite students to share some of their “strengths in diversity” and how they would contribute to the survival and success of a business.

## **Crosswalks**

### **SC Career Guidance Standard/Competency**

Learning to Work Standard 4. Students will demonstrate a positive attitude towards work and the ability to work together.

Competency 4.4. Respect and understand individual uniqueness.

### **Key Employability Skills**

Personal Qualities—Responsibility, self-management

Thinking Skills—Creative thinking

Interpersonal Skills—Contributes to group effort, cooperates

# Strength in Diversity

Name \_\_\_\_\_

Date \_\_\_\_\_

Directions: Think about what makes you special and unique. What strengths and abilities would you bring to the workplace that would help to make a business a success? Complete the worksheet below.

Most businesses have many departments and require people with diverse skills and ways of thinking. Select three of the following departments and list ways (e.g., what skills, abilities, personal qualities, strengths, talents, and employability skills) would you contribute to the success of the company. Departments: research and product development, marketing and sales, management, manufacturing, warehouse and transportation, purchasing, financial, clerical support, customer service, and information and technology.

1. Department: \_\_\_\_\_

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2. Department: \_\_\_\_\_

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3. Department: \_\_\_\_\_

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**Think About It** (What skills and abilities do you want to further develop?)

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