

**DIVER**

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*august newsletter*

Diversity and inclusion are fundamental pillars of creating a thriving and equitable society, they are the core principles that champion the richness of humanity. It refers to the range of unique characteristics, backgrounds, and perspectives that individuals bring to a community or organization.

Inclusion, on the other hand, seeks to embrace and honor these diversities by creating an environment where all voices are heard, respected, and valued. It sparks creativity, drives innovation, and leads to a harmonious society, empowering us all to reach our full potential.

Diversity and Inclusion are not independent of another; instead they go hand in hand enriching our collective experiences. Let's celebrate our differences and build a world where everyone's voice is heard and valued.



# HOW DOES OUR CULTURE, COMMUNITY AND CONNECTIONS IMPACT OUR MENTAL HEALTH?

Mental health is often viewed as a personal issue that solely concerns the individual. However, mental health and illnesses are influenced by a combination of biological, genetic, psychological, and societal factors. It is crucial to recognize the intersectionality of these factors, especially the significant impact of societal factors that may often be overlooked.

Studies have shown that individuals who have strong social connections and a sense of community are less likely to experience mental health issues. Additionally, culture affects how people describe their symptoms and how much significance they give to mental illness. Each culture has its own opinion on whether mental illness is actual or imagined, who is at risk for it, and the level of stigma surrounding it. Based on this, people decide how they are going to cope and seek treatment.

Understanding how our culture, community, and connections impact our mental health is essential for developing effective strategies to promote well-being and prevent mental health issues.

## PERCEPTION OF THE IDEA OF INCLUSION AND DIVERSITY AMONG DIFFERENT AGE GROUPS AND CULTURES OF PEOPLE.

Today the world is more interconnected and diverse than ever! Many societies and organizations are in an ongoing pursuit to create an inclusive environment that embraces people from all walks of life, regardless of their backgrounds. However the perceptions of inclusion and diversity can differ among the various cultures as well as age groups, influencing how individuals approach and engage with these ideals.

Let's take an example of the younger generation, AKA "**Gen Z**" who have grown up in an era marked by globalization and social progress, leading many to embrace diversity as an integral part of their identity. Moreover, older generations may have been influenced by cultural norms and historical contexts that impact their views on inclusivity. However there are exceptions as each individual has their own thought process.

Due to the diverse nature of the world, cultures range from those who value harmony and group cohesion, to those who focus more on the individualistic aspects of life. Additionally, religious beliefs and social structures within cultures can also play a significant role in influencing attitudes towards diversity. It is imperative to recognize that these attitudes vary within and between cultures, resulting in a multitude of perspectives.



# FAMOUS PERSONALITIES WHO HAVE ADOPTED AND PROMOTED DIVERSITY AND INCLUSION EFFECTIVELY

## PRIYANKA CHOPRA JONAS

An Well-known Actor, Priyanka Chopra is more than just her profession. She is a UN goodwill ambassador for child rights in India and an advocate for diversity and inclusion. Priyanka is involved in several efforts to protect children's rights and promote the education of girls in India, including through her charity, The Priyanka Chopra Foundation for Health and Education, and as a United Nations Foundation Girl Up Champion.

## B.R AMBEDKAR

B.R. Ambedkar was an Indian jurist, economist and social reformer.. He was born into a marginalized caste (Dalit), facing discrimination and untouchability. Ambedkar strongly criticized the caste system in his book "Annihilation of Caste," advocating for its eradication. He fought for extensive economic and social rights for women and introduced reservations of jobs in civil services, schools, and colleges for Backward Classes.

## NELSON MANDELA

Nelson Mandela, South Africa's first black President, was a staunch advocate for inclusiveness. He fought against racial segregation, working to build a united and equal society. Mandela's approach to leadership emphasized reconciliation over revenge, bridging historical divisions. His life serves as a reminder that unity and respect for differences can lead to a brighter, harmonious future for everyone.

## EMMA WATSON

Emma Watson is an outspoken UN Women Goodwill Ambassador. She launched the HeForShe campaign, urging men to support women's rights. In Uruguay, she highlighted the importance of women's political participation. Watson's passion for education led her to Bangladesh and Zambia, to promote girls' schooling. As a powerful voice for women's empowerment, Watson's efforts inspire positive change and promote inclusivity worldwide.



# HOW TO PROMOTE DIVERSITY AND INCLUSION IN OUR LIVES?

Diversity is found everywhere, in every person, every place and so on. So, how do we learn to accommodate this diversity?

1. **Reconsidering stereotypes:** Reconsider some stereotypes you may unknowingly be contributing to. Basing our world on negative and backward thoughts is futile and it would benefit us to move to a more inclusive foundation.
2. **Celebrate diversity:** Take part in diverse celebrations which you may not be familiar with. Connecting with a person's background will help you gain a deeper insight into their thought and/or behavior.
3. **Active awareness:** Be aware of yourself and your body language when around people, avoid making faces or keeping a closed off body language. Recognize unconscious bias and work towards avoiding it.
4. **Active inclusion:** Challenge stereotypes and spend time with diverse groups to get to know them better, beyond the assumptions. Maintain a positive attitude and do not be afraid to ask questions, just be sure to do it respectfully.

## LET'S TALK BOOKS

1. **Blindspot** by psychologists Mahzarin R. Banaji and Anthony Greenwald: The focus of this book is on unintended biases or unconscious biases. It discusses how experiences or ideas shape our thinking about different matters in life, with a particular focus on diversity and inclusion.
2. **How to be a (Young) antiracist** by Ibram X. Kendi and Nic Stone: This book talks all about understanding, acknowledging and demolishing racism and injustice within everyday society. It emphasizes on the true meaning of justice and having a fair society to live and thrive in.
3. **Sitting Pretty** by Rebekah Taussig: The main character is a girl growing up paralyzed in the early 2000s and how she saw her disability as something scary and vile. The book challenges us as a society to be patient and practical as we accept people for who they are.



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Satvik Gautam 12J

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