

The Value of Diversity

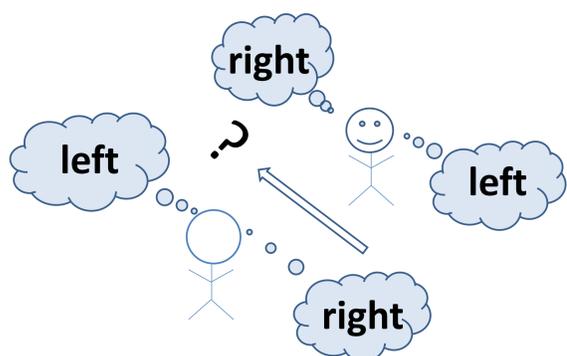
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Question: How to rationalize the positive value of diversity?

Definition: cultural diversity is a **phenomenon**, since it appears between us, and a **value**, since humanity is **what** appears to us and it appears **diverse**

“From a phenomenological perspective “values are not what we experience , but how we experience the world”
Hart 1997, 6

Thesis 1:
we are all biased!



“Every inquiry [...] begins from a specific place, specific time, and specific assumptions [...]. Value-neutral, impartial, mechanical inquiry is a pernicious myth: bias infects the process from beginning to end.”

Turri 2014, 209

Example: affirmative action

(implementation of diversity in the workplace through quotas)

Backward-looking account:

“making redress to victims of past injustices” (Hull 2015, 113)



benefits for preferred individuals

➤ social and economic improvement

benefits for preferred groups & whole society

➤ reduction of stereotypes

(c.f. Klauer et.al . 2014, 21; 36)

➤ two **difficulties**

1. unequal treatment of groups / **exclusions** (e.g. intersex people)

2. at least unequal treatment of one **individual**

Thesis 2: there is a socio-ontological difference between all individuals, which is linked with a corporeal difference

➤ the distinct horizons of perception entail a surplus of my perception and at the same time a shortage: I see the world at your back, but I can neither see the world at my back – nor look into my own eyes

Solution: focus the benefit for the whole society due to the “experiential surpluses” (Husserl 1992, 94) instead of the backward-looking account:

➤ being **female**, **people of color**, etc. may be a **professional quality**, as long as it makes a **difference!**

Answer: the **epistemic benefit** of diversity is the benefit of **diversely biased perspectives** due to the socio-ontological **difference between human beings** and their **surpluses of perception**

➤ **If we are all biased, our biased perspectives can enhance each other!**

References

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