

Diversity Advantage

Phil Wood

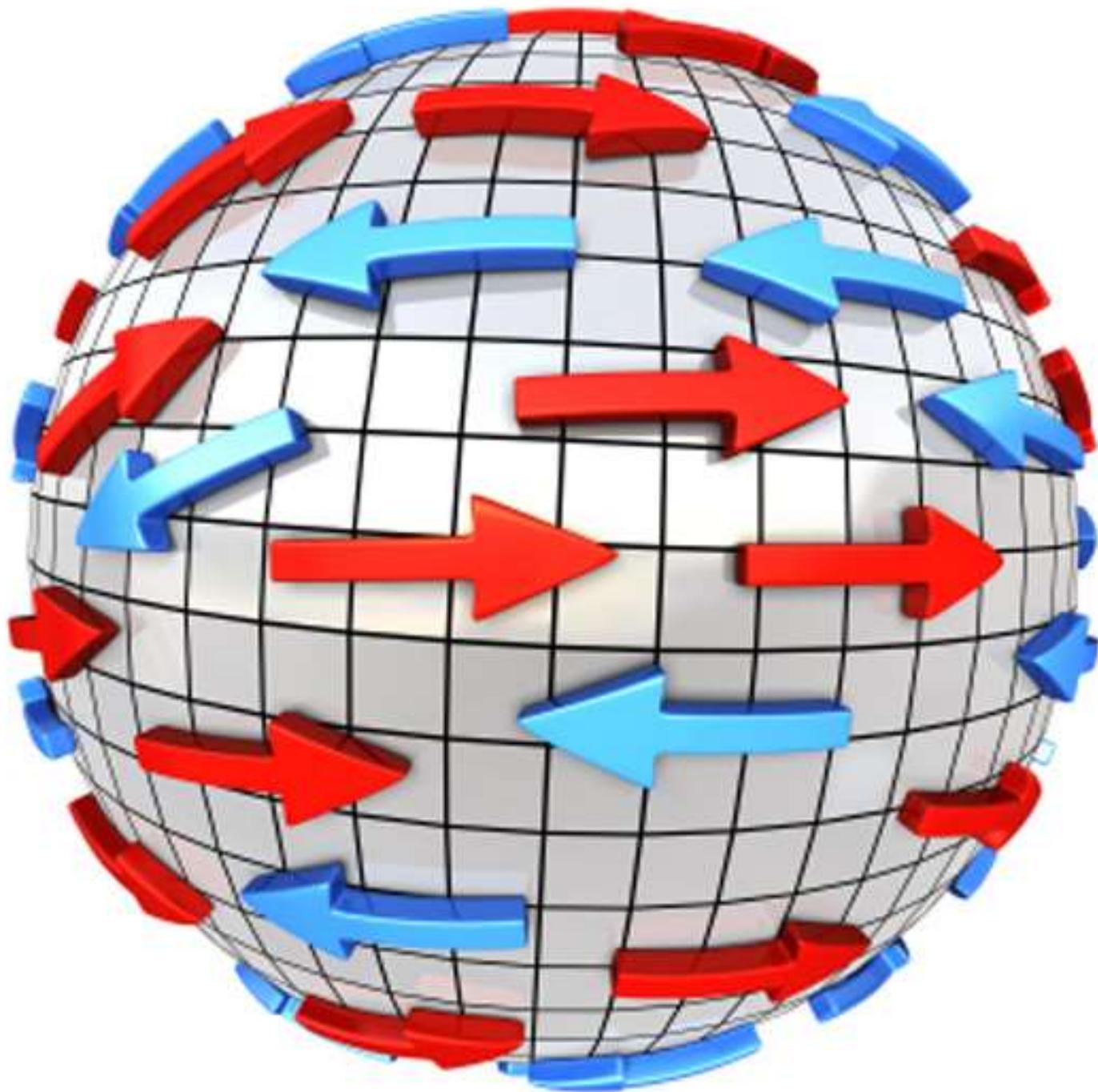
MASSIVE CHANGE

TRUNG
DINH
180

NEW ART
NEW BUILDING
NEW IDEAS
NEW FUTURE

BECOME ART PARTNER







Overtime **Sick**

Dread **Health** No Time Tired
Headache

Fear

Time Management

Bills payments

Stress

Stress

Debt

No Sleep

Work

Insurance

Anxiety

Fear

Job

Retirement

Savings

Worry

Overdue

Anxiety

Late Nights

Expectations



CAUTION



**Diversity has become
the scapegoat for
anxiety about
change**

A CHANGE IN MINDSET

How does the
city think of its
diversity?

a threat?

a nuisance?

an opportunity?

THE INTERCULTURAL CITY

PLANNING FOR DIVERSITY ADVANTAGE



PHIL WOOD &
CHARLES LANDRY

Thinking differently about diversity





Intercultural cities

Council of Europe

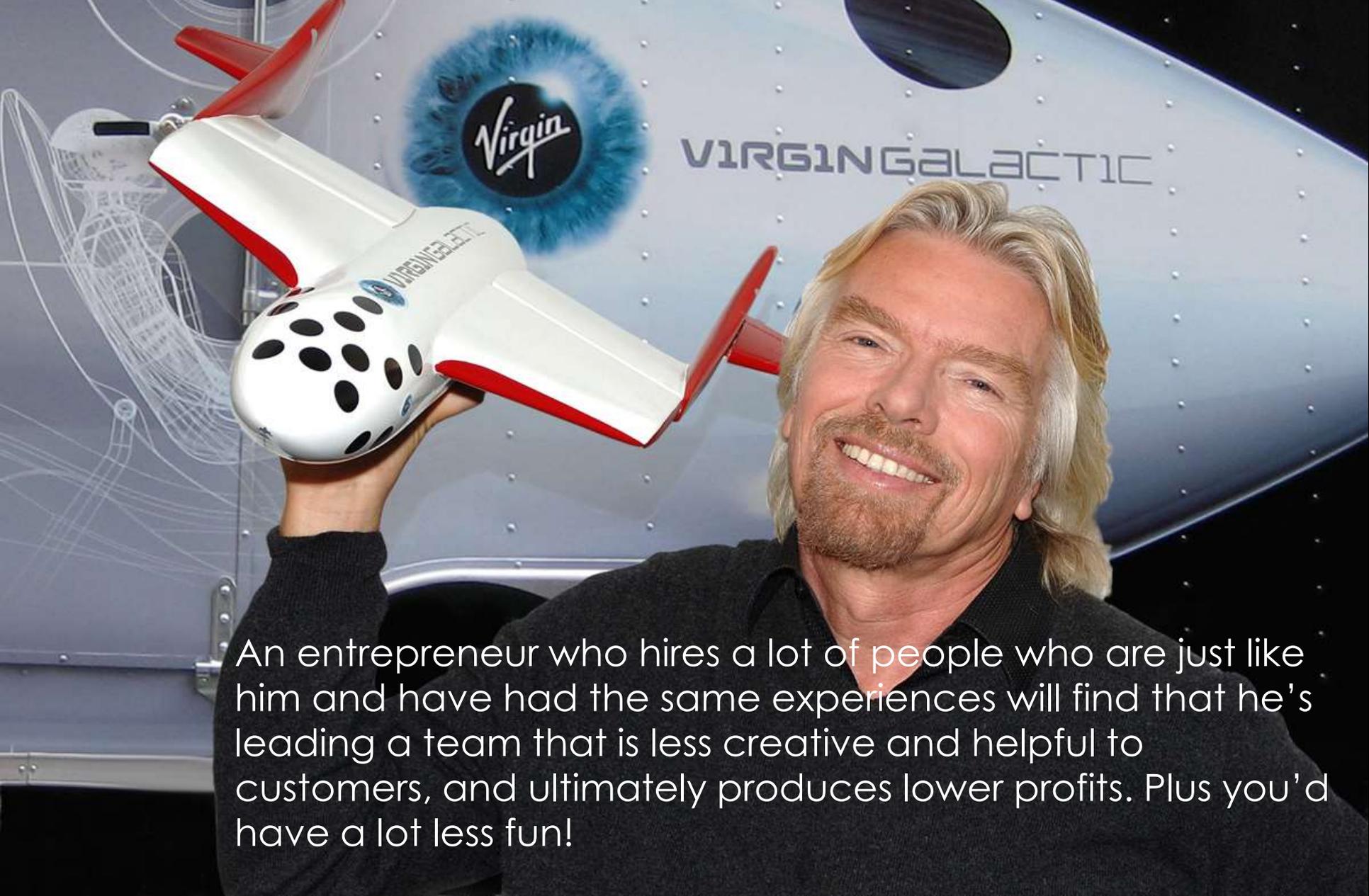


Diversity Advantage

You get a richer environment, you have more insights. We have an absolute advantage from having many cultures.

Stefano Marzano
CEO
Phillips Design





An entrepreneur who hires a lot of people who are just like him and have had the same experiences will find that he's leading a team that is less creative and helpful to customers, and ultimately produces lower profits. Plus you'd have a lot less fun!

Virgin has noticed that business suffers in nations where discrimination is sanctioned.

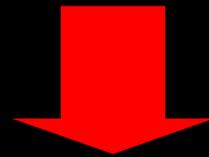
**Globalisers love
diversity**

**But is diversity good
for localities?**

Diversity



Openness, contact & opportunity



Creativity and innovation



Advantage for cities

Cities need to
innovate more
than ever...



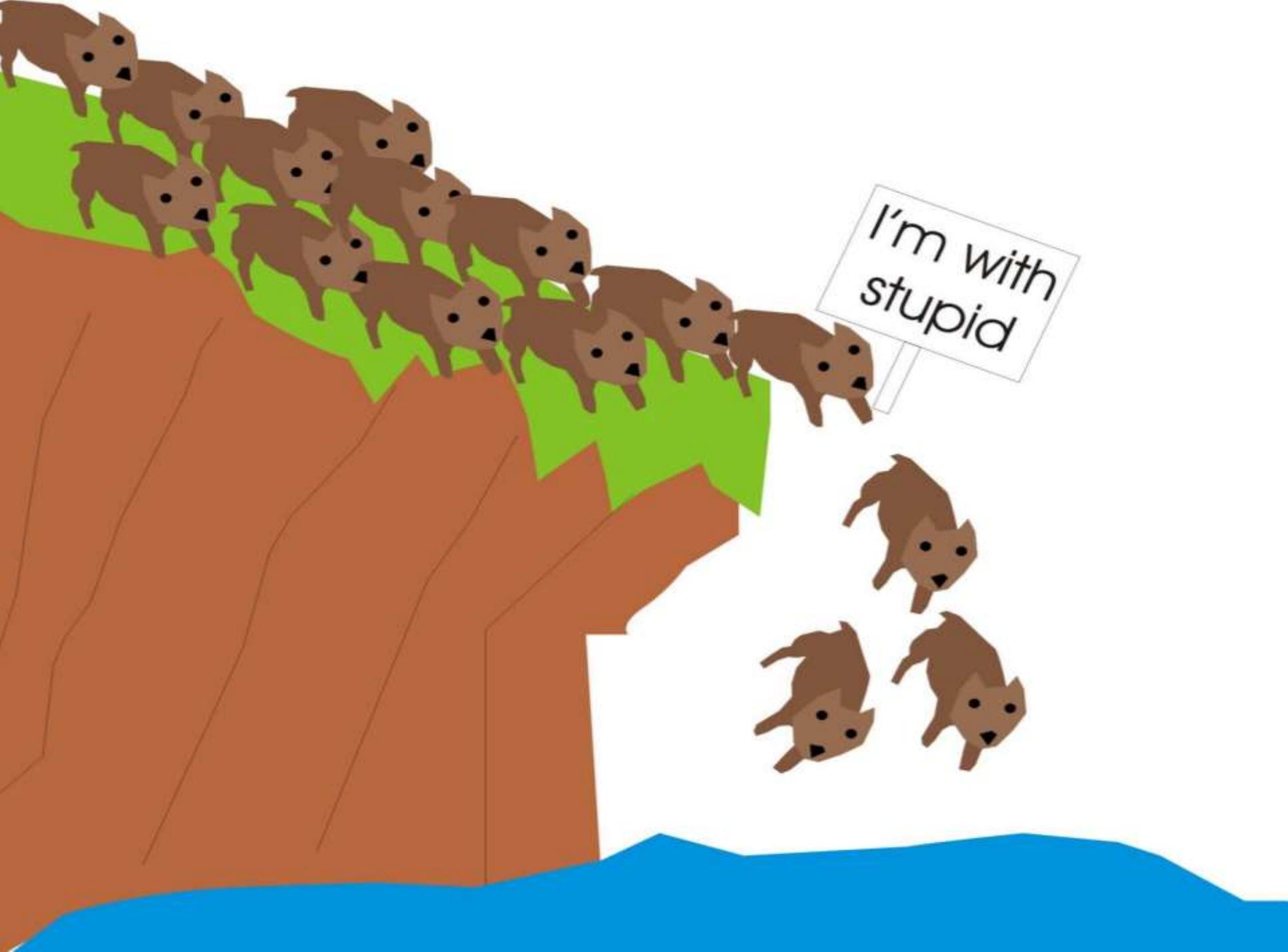
...but not like this

What's wrong
with birds of
a feather
flocking
together?

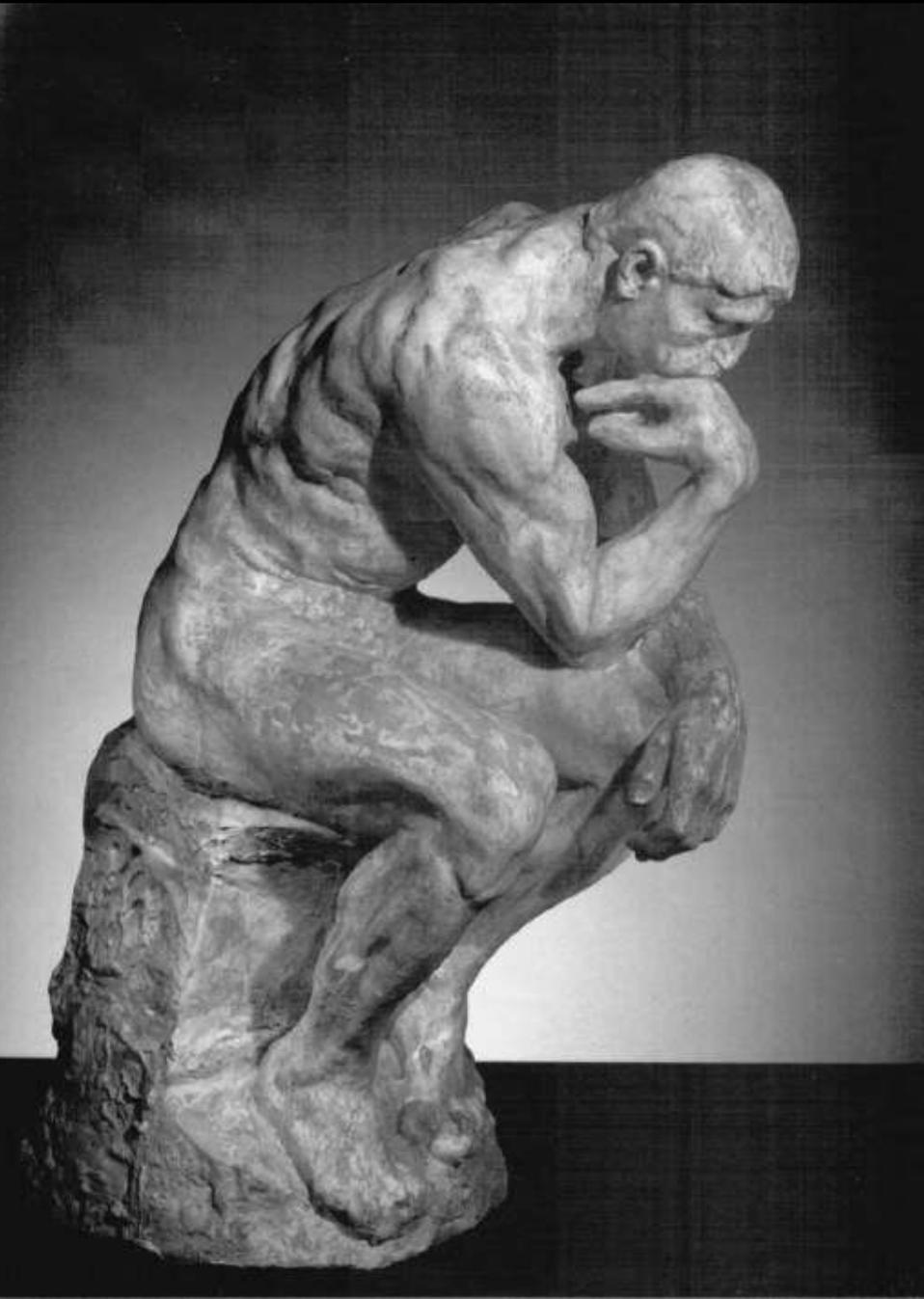




group think



I'm with
stupid



...but how can
we prove that
diversity is
more
innovative
than
homogeneity?

Diversity Prediction Theorem

Crowd Error = Average Error - Diversity

$$(c - \theta)^2 = \frac{1}{n} \sum_{i=1}^n (s_i - \theta)^2 - \frac{1}{n} \sum_{i=1}^n (s_i - c)^2$$

Scott E. Page

**THE
DIFFERENCE**

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES

**Diversity
trumps
homogeneity**

**Diversity
trumps
ability**

- Take a random group and rank them by their performance on a problem

- Form the best 20 people into Group A



- Form Group B from a random sample of the remainder

- Set them both a new problem



- When one person gets stuck another tries to find a further improvement.

- The group stops when no one can find a better or final solution.



The diverse group almost always outperforms the smart group by a substantial margin.



Heterogeneous groups are more innovative than homogeneous groups...

...but only if they:

- Have a common goal
- Are set a task which requires innovation
- Are in an environment that supports innovation
- Have their identity differences validated
- Respect each other

Otherwise they perform worse

What happens when
you don't look for the
diversity advantage?



Un mort, 115 blessés, 5 315 voitures brûlées

Des chiffres impressionnants. Selon le recensement effectué, préfecture par préfecture, par notre rédaction **Nir**, le bilan des 11 nuits d'émeutes est vertigineux : 1 mort, 115 blessés dont 2 graves, 1 403 interpellations et 5 315 véhicules brûlés. Des chiffres sans doute légèrement en dessous de la réalité, certaines préfectures ayant refusé de communiquer.

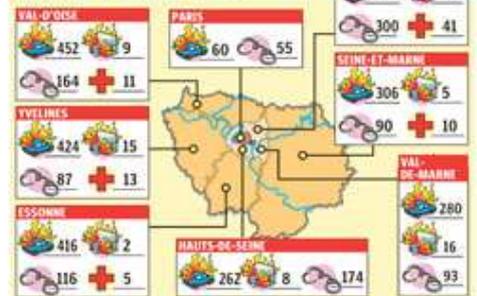
Parmi les blessés, outre les deux passagers de bus gravement atteints et un bébé hospitalisé, un compte essentiellement des policiers et des pompiers touchés par des jets de pierres ou des cocktails Molotov. Le prix des dégâts est d'ores et déjà effrayant. Chaque voiture brûlée se facturera au minimum 3 000 euros selon les assureurs. Sans compter les écoles, postes, commissariats, mairies, trésoreries, gymnases, commerces, entrepôts endommagés par les diverses dégradations et des centaines de salariés en chômage technique. La facture se comptera en millions d'euros.

Plus inquiétant encore : chaque nuit qui s'écoule aggrave le bilan de la nuit précédente. Surtout depuis ce week-end lorsque la province a rejoint l'île-de-France. La nuit de dimanche à lundi a été marquée par près de 1 500 voitures brûlées et par l'interpellation de 295 personnes dans toute la France, le plus lourd bilan depuis le 27 octobre, début des incidents après la mort de Ziad et Souma à Clichy-sous-Bois.

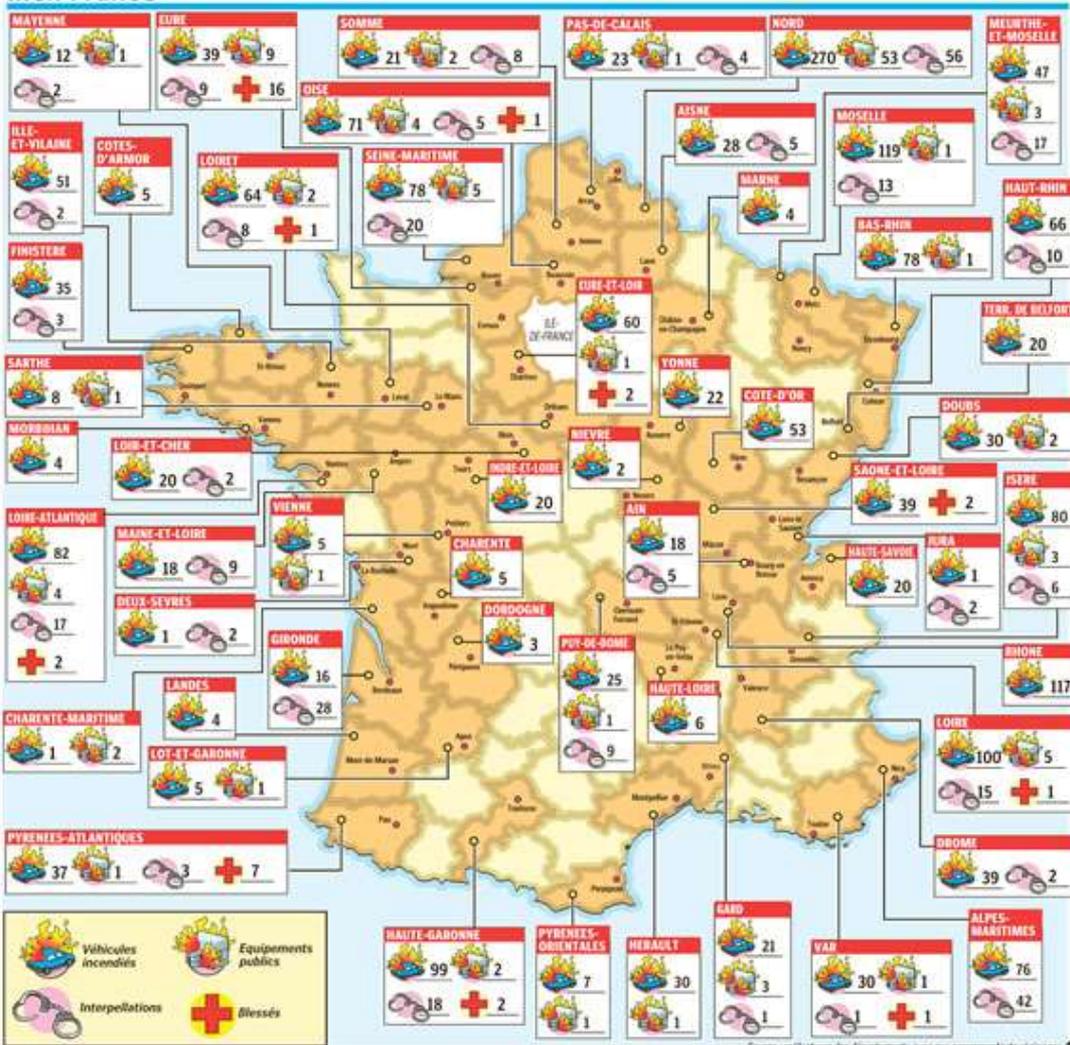
Les chiffres communiqués par le ministère de la Justice donnent aussi le tourment, à un point tel que l'USM, le syndicat majoritaire chez les magistrats, a demandé des renforts pour que les parquets puissent juger en toute sérénité : 599 gardes à vue en plus d'une semaine, 27 condamnations à de la prison ferme, un chiffre qui devrait s'accroître dans les prochains jours lorsque les 60 personnes placées sous mandat de dépôt ou convoquées au tribunal correctionnel seront jugées.

Vaïné Brou et Nelly Tannez

En Ile-de-France...



...en France





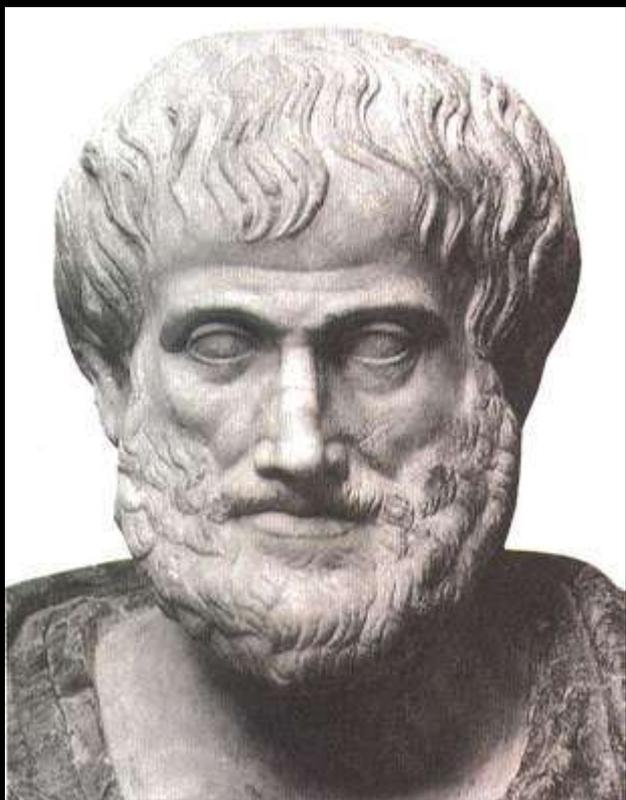


Italy



What is western
civilisation and where
does it come from?



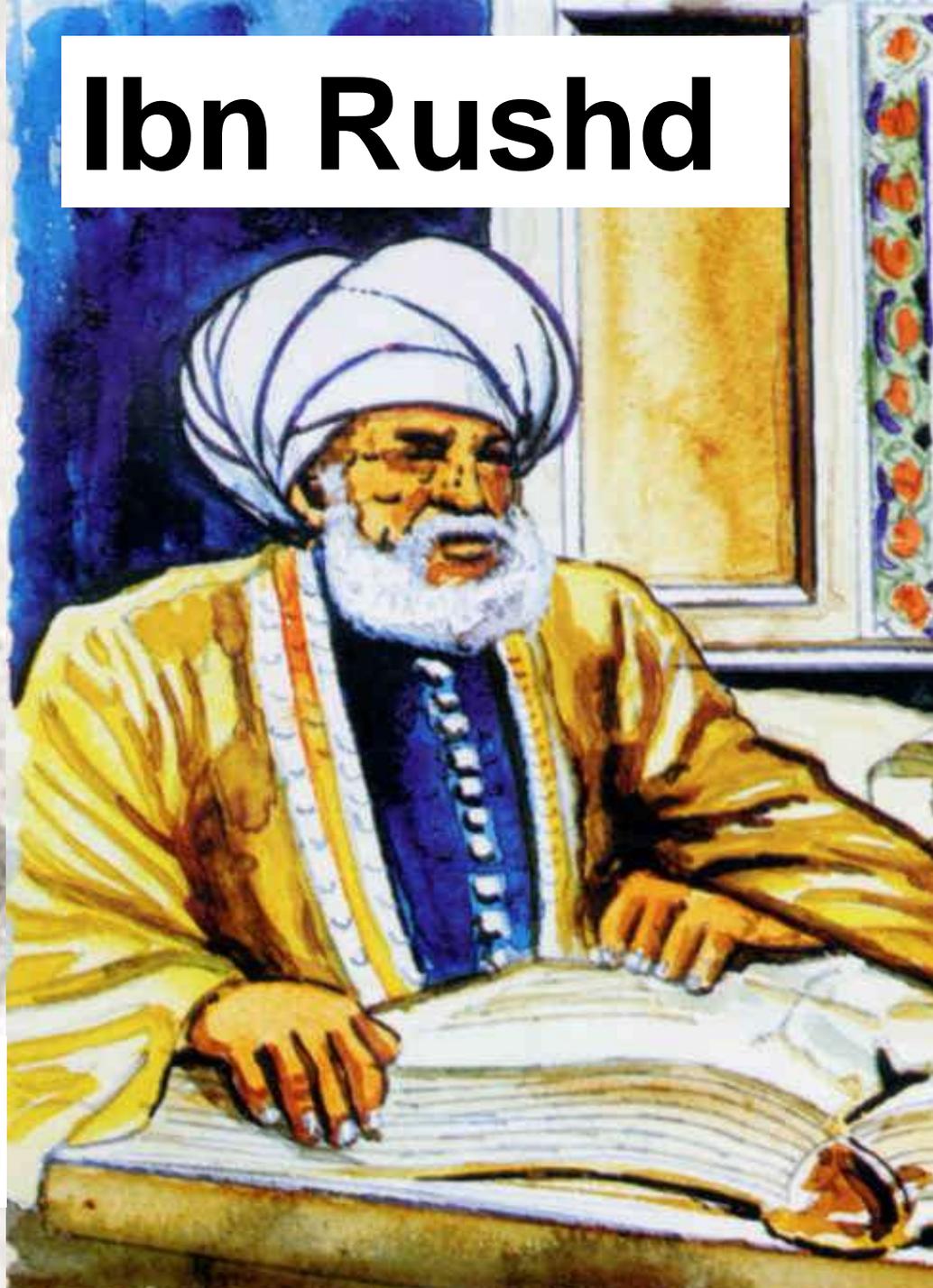


Graeco-Roman
+
Judaeo-Christian

How did western
civilisation survive the
Dark Ages?



Maimonides

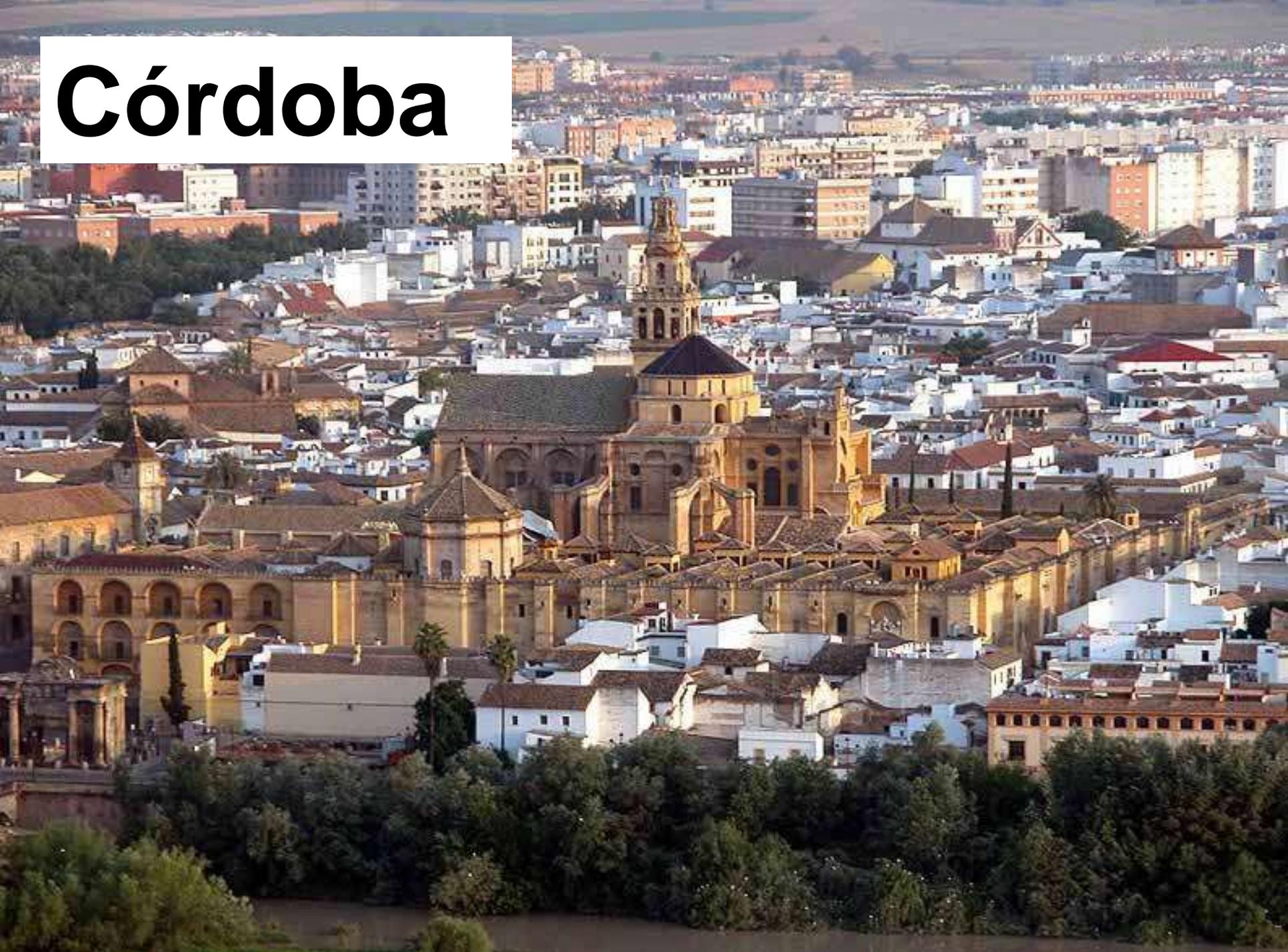


Ibn Rushd

...and where?



Córdoba



ISS Facility Services Denmark

Mixed cleaning teams earn 3.7 %
more than homogenous teams.



Putting all 11,000 ISS employees in mixed teams could achieve €13.5 million extra revenue.



Danish government says
diversity in organizations
enhances innovative
capacity by
up to 30 %.

Assessore Elena Fiorini - Comune di Genova



“We do not assume that the migrants will ‘become like us’. Our initiatives are about listening, learning and benefiting.

The public sector is beginning to look like it is irrelevant to the lives of citizens. We need more elasticity, to break the rules. The old ways are failing...

“Migrants are vital to political life in my city because they raise their voices and say they won’t accept things. They are not used to the Italian way.

The bureaucracy finds this disturbing.”

Elena Fiorini - Genova

a radical thought

**What if minorities
could teach the
majority
something?**

Maternity in the 'Developed World'

- 50% - 85% of new mothers can experience some form of the 'baby blues'
- 15% - 25% may suffer post-partum depression including psychosis.

Latino migrants to the United States?

Almost

0

La Cuarentena





The immigrant paradox

Subotica, Serbia



Peščara, Subotica



Stevan Nikolić

Roma Education Centre



Peščara, Subotica

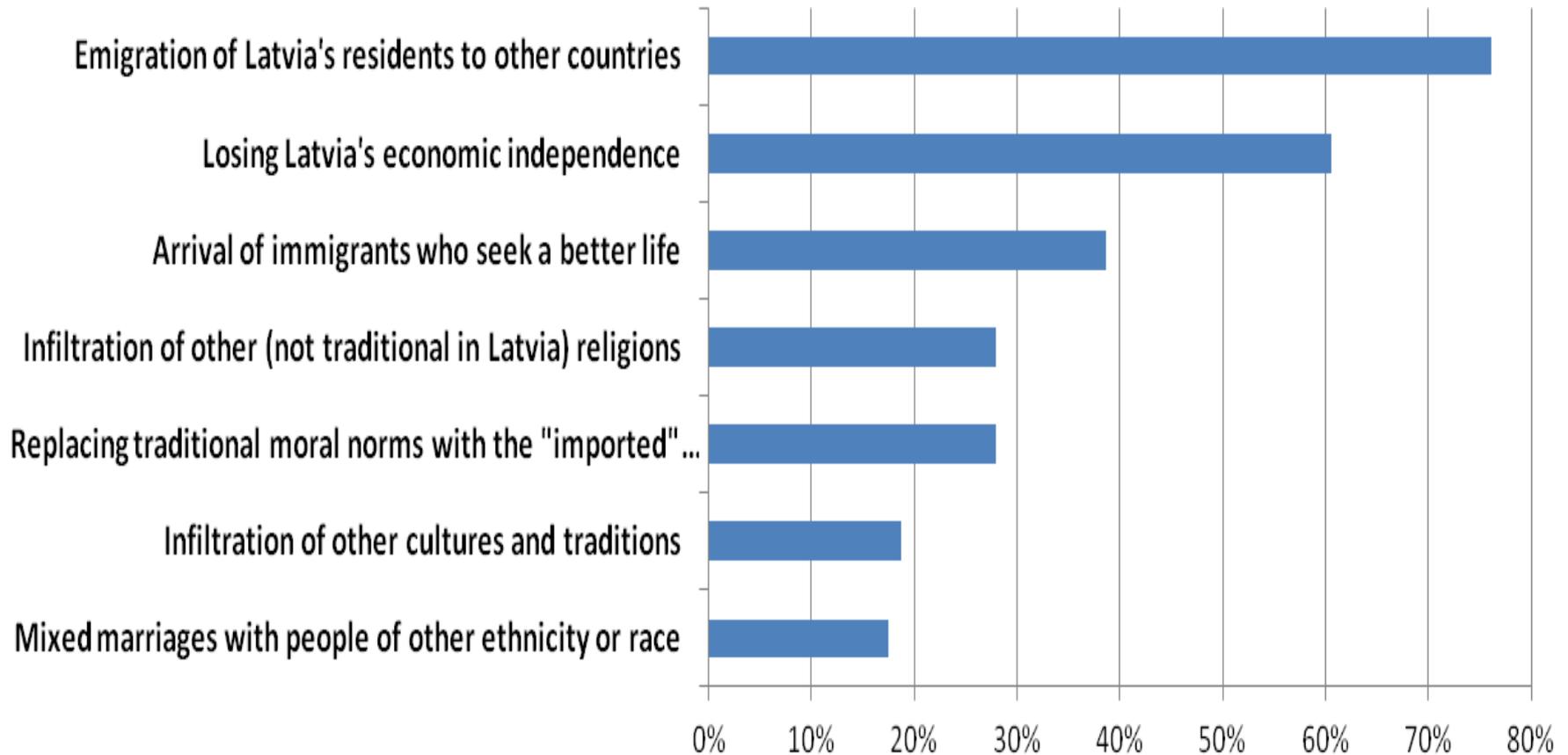


Lessons of Subotica

- Intercultural innovator
- Outsider/insider
- Common concern
- Shared solution
- Institutional endorsement
- Scaling-up & replication
- Community buy-in/management

**How does Latvia
feel about
diversity?**

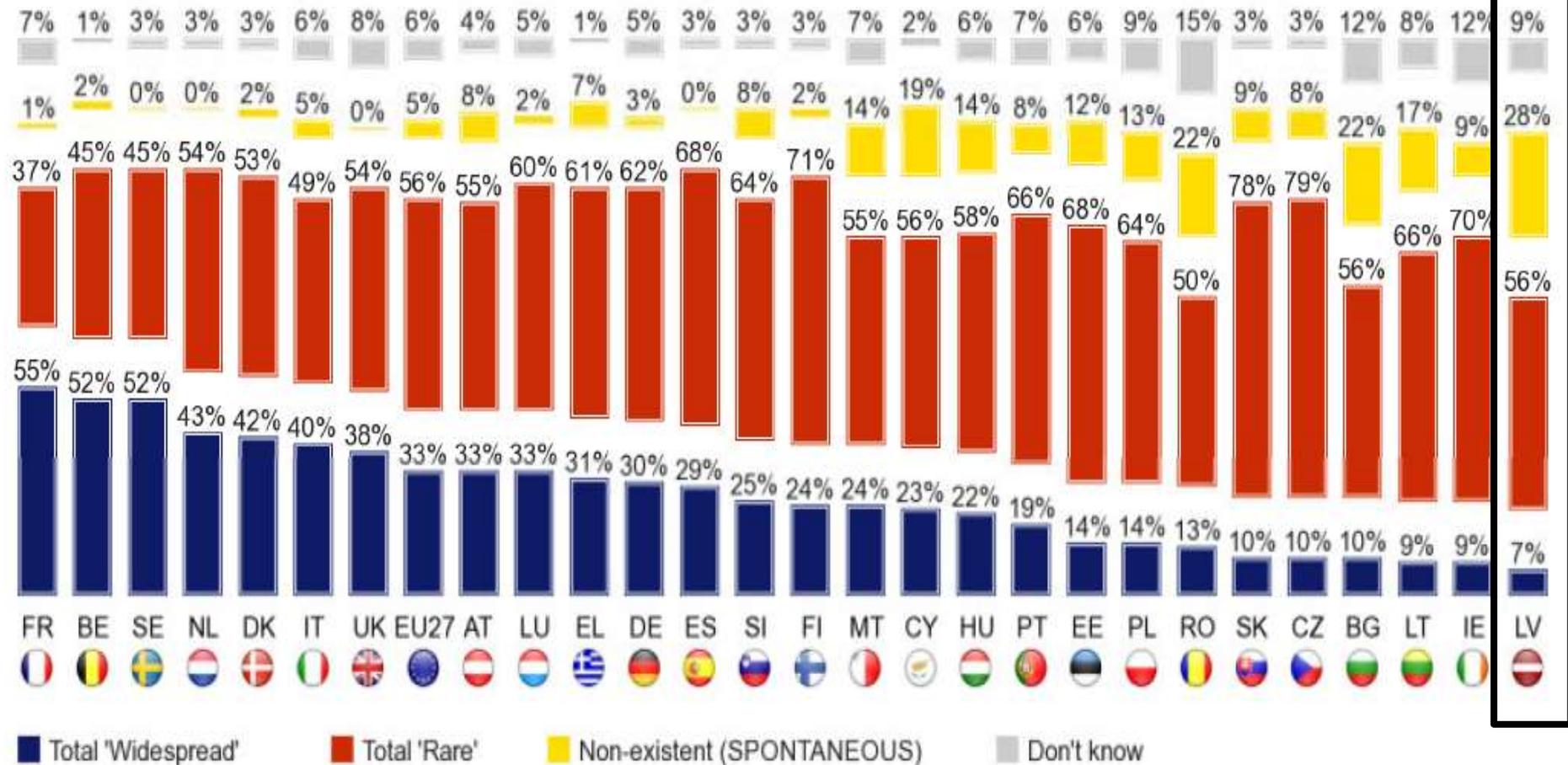
Processes perceived as very big threats to Latvia and its people (% of population aged 18-74)



Religious discrimination

QC13.5. Discrimination can happen outside working life. For example, in education, when people go shopping, visit restaurants/ bars, try to rent an accommodation or buy a property, go to a doctor or to a hospital. Could you please tell me whether, in your opinion, discrimination outside working life is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

Religion or beliefs



How comfortable would you be about your kids having Roma schoolmates?

QC16 Using a scale from 1 to 10, please tell me how, in your opinion, (NATIONALITY) citizens would feel about their children having Roma schoolmates?
 '1' means that (NATIONALITY) citizens would feel "totally uncomfortable" and '10' that they would feel "totally comfortable".

	Total 'Uncomfortable (1-4)'	Total 'Fairly comfortable (5-6)'	Total 'Comfortable (7-10)'	Average
 EU27	34%	28%	31%	5.4
 LV	26%	20%	48%	6.5
 PL	24%	22%	47%	6.5
 RO	22%	25%	44%	6.3
 ES	26%	29%	43%	6.1
 LT	25%	30%	40%	6.1
 FI	25%	30%	44%	6.1
 SE	29%	28%	40%	6.0
 UK	28%	28%	33%	5.8
 EE	33%	25%	36%	5.6
 EL	34%	26%	39%	5.6
 PT	27%	32%	32%	5.6
 SI	34%	26%	38%	5.6
 DE	31%	30%	28%	5.4
 AT	32%	30%	30%	5.4
 BG	35%	27%	30%	5.3
 IE	33%	28%	25%	5.2
 CY	42%	23%	32%	5.1
 MT	27%	18%	22%	5.1
 NL	38%	30%	27%	5.1
 DK	42%	26%	26%	5.0
 FR	41%	27%	25%	4.9
 BE	44%	30%	24%	4.7
 HU	46%	28%	23%	4.7
 IT	48%	29%	19%	4.5
 LU	49%	24%	21%	4.5
 CZ	52%	35%	11%	4.1
 SK	58%	30%	9%	3.7

Saviem bērniem
novēlam Eiropu
bez GETO

Latviešu atgriešanās
= mazāk migrācijas
problēma

Pielikta ērtā komentēt
ar valodu
tautu un cilvēku
lielākiem

Jā - drošībai un
latvietībai!
Nē - grautiniem arī
mūsu mājās!

Nāciju Eiropa
= ilgtermiņa stabilitātes
un labklājības garantants

Izglītība un tautiešu
atgriešanās
= PAMATS

migrācija
= demogrāfijas
politika

Atbalstiet
jaunās ģimenes
nevis ievēdiel
viesstrādniekus

3,00
9,00



MIGRANT INTEGRATION POLICY INDEX



- Labour market mobility
- Access to education
- Access to nationality
- Political participation
- Anti-discrimination
- Family reunion



MIGRATION POLICY GROUP

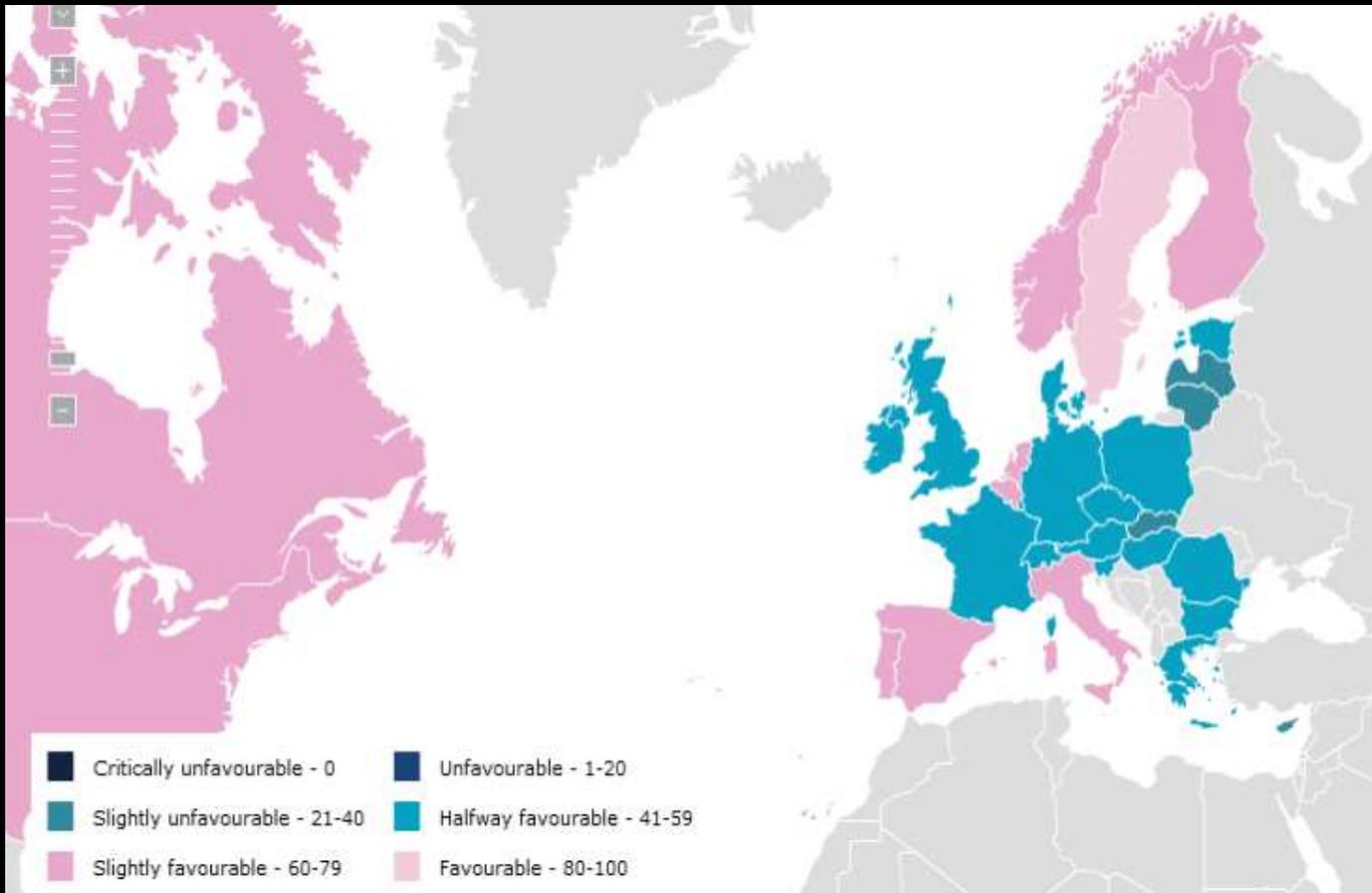
MIGRANT INTEGRATION POLICY INDEX

Search here

Search



- Sweden (83)
- Portugal (79)
- Canada (72)
- Finland (69)
- Netherlands (68)
- Belgium (67)
- Norway (66)
- Spain (63)
- USA (62)
- Italy (60)
- Luxembourg (59)
- Germany (57)
- United Kingdom (57)
- Denmark (53)
- France (51)
- Greece (49)
- Ireland (49)
- Slovenia (49)
- Czech Republic (46)
- Estonia (46)
- Hungary (45)
- Romania (45)
- Switzerland (43)
- Austria (42)
- Poland (42)
- Bulgaria (41)
- Lithuania (40)
- Malta (37)
- Slovakia (36)
- Cyprus (35)
- Latvia (31)**



■ Critically unfavourable - 0 ■ Unfavourable - 1-20
■ Slightly unfavourable - 21-40 ■ Halfway favourable - 41-59
■ Slightly favourable - 60-79 ■ Favourable - 80-100

IMIGRANTU INTEGRĀCIJAS POLITIKAS INDEKSS III

- Weakest nationality policies in Europe impede common citizenship
- **Voting rights in Estonia and Lithuania, none in Latvia.**
- Discretionary procedures leave many newcomers insecure in their status, which discourages integration.

IMIGRANTU INTEGRĀCIJAS POLITIKAS INDEKSS III

- No equal right to work.
- **All residents have equal access to education, training, study grants.**
- Schools little adapted to needs of all newcomer children.
- **Takes only 'minimum' approach to fight discrimination, weakest enforcement possibilities.**

**What
conclusions can
we draw from
these apparent
contradictions?**

**Is Latvia
interested in the
diversity
advantage?**

What is
tradition?

Must tradition be in
conflict with
globalisation and
diversity ?

What is happening here?



Where am I?



























Castelers, Barcelona







