

**Lesson  
No 20**

**Understanding Diversity**

**SUMMARY**

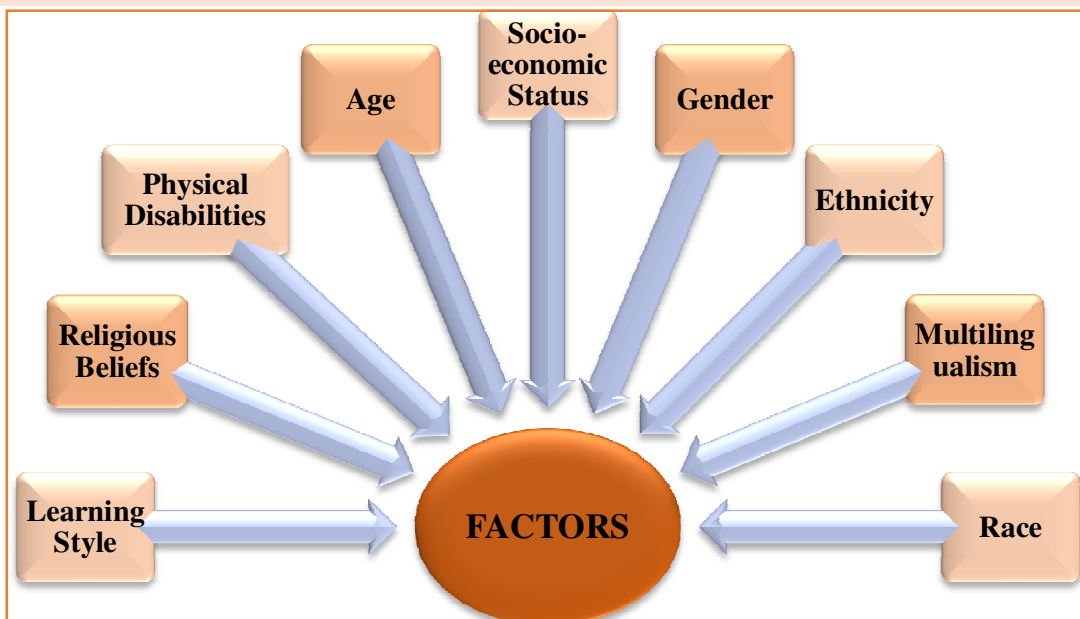
In a classroom we come across children from different backgrounds, of varying abilities, interests, attitudes and aptitudes. Despite the apparent similarities and the fact that they behave like a group, each child is unique and has an individual learning style and learning needs.

In this lesson, you learnt about the basic aspects of diversity and various factors leading to diversity. Also you studied the impact and significance of diversity on educational needs and its implications on making an ECCE programme accessible to and equitable for all children.

**UNDERSTANDING DIVERSITY**

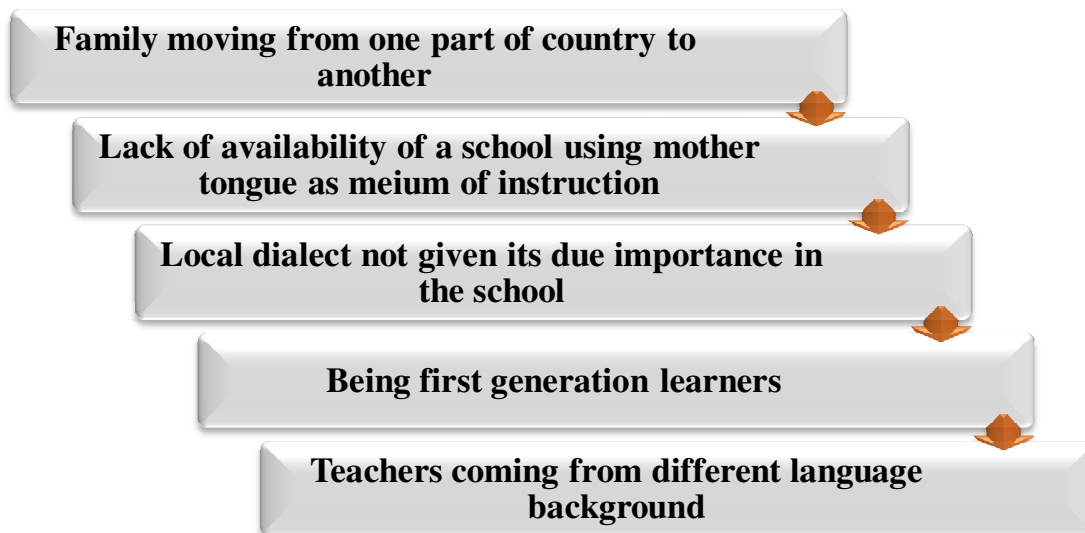
- The term diversity originated from the Latin word 'divertere' which indicates differences
- Diverse means 'differing from each other' and 'made up of distinct characteristics, qualities, or elements'.
- Diversity consists of visible and invisible factors, which include race, gender, age, social status and personal characteristics such as culture, personality, attitude and interest etc.
- Diversity indicates uniqueness or differences without any judgment attached to the differences or unique characteristics
- Diversity gives recognition, acceptance and respect to individual differences, irrespective of the origin.

**FACTORS LEADING TO DIVERSITY AND THEIR IMPLICATIONS IN LEARNING**



**DIVIDE BETWEEN HOME AND SCHOOL LANGUAGES**

The home and school language divide indicates the situation where medium of instruction at school is different from the language used at home. The divide between the home and school can occur due to:



<b>EFFECTS OF HOME AND SCHOOL LANGUAGE DIVIDE ON CHILDREN</b>	<b>EFFECTS OF ABSENCE OF HOME AND SCHOOL LANGUAGE DIVIDE ON CHILDREN</b>
<ol style="list-style-type: none"> <li>1. Not able to make friends with peers</li> <li>2. Not able to score/achieve/perform well in academics</li> <li>3. Repeated failure or poor performance in school leads to low self-esteem and higher dropout rate</li> <li>4. Low self-confidence</li> <li>5. Lack of belongingness to the school and academics</li> <li>6. Not able to read, write and express</li> <li>7. Children are less likely to enroll and succeed in school</li> <li>8. Parents are less likely to participate in their children's learning</li> <li>9. Children do not take pride in their identity and heritage</li> </ol>	<ol style="list-style-type: none"> <li>1. Makes friends with peers, leading to social inclusion and interaction</li> <li>2. Improved learning outcomes</li> <li>3. Performs well in academics which lead to high self-esteem and lower dropout rate. More retention in school</li> <li>4. Self-confidence of children will improve</li> <li>5. Children will be able to relate with the school experiences, hence develop a feeling of belongingness of "my school"</li> <li>6. Performs well in academics</li> <li>7. More retention in school. Expands the reach of education</li> <li>8. Active participation of parents</li> <li>9. Helps to protect and preserve local languages</li> </ol>

### **STEREOTYPES**

Stereotypes are fixed ideas or assumptions about a group of people. These fixed ideas or stereotypes or assumptions may not be necessarily true or universally accepted.

### **GENDER STEREOTYPES**

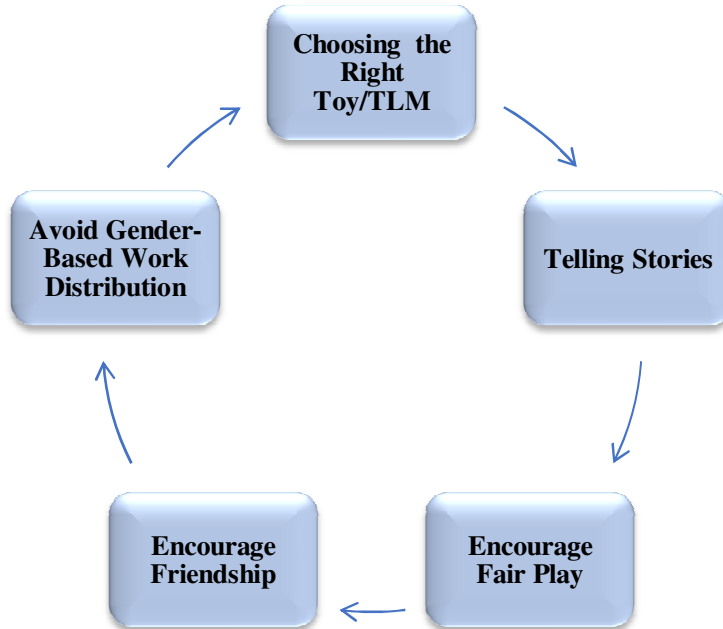
Gender stereotyping is related to behavior associated with girls and boys and creating beliefs about qualities possessed by a man and a woman.

### **INFLUENCE OF GENDER AND CASTE STEREOTYPES ON CHILDREN**

Negative stereotypes hinder peoples' ability to fulfill their potential by limiting choices and opportunities. They are at the root of overt and covert, direct and indirect, and recurrent discrimination.

## PROMOTING GENDER EQUITABLE PARTICIPATION OF ALL IN LEARNING AND PLAY

Schools have the responsibility of promoting gender equality. All activities of learning and play planned in the centre should aim at achieving this goal. Some of the methods that can be adopted are:



## EVALUATE YOURSELF

**Q1.**What do you understand about the term ‘home-school language divide’? How can it affect a child’s behaviour? What steps will you take to overcome the ‘home-school language divide’?

**Q2.**In Your Opinion, what is the most challenging aspect of working in a diverse environment?

## PRACTICE YOUR KNOWLEDGE

Observe your surroundings and group the people in atleast ten groups based on visible and invisible factors of diversity.How will you understand the perspectives of your friends from different backgrounds? Justify your answer with suitable examples.