

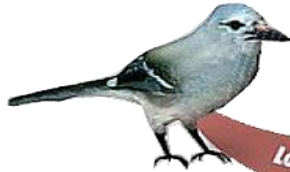
# Bio-Diversity

Humans have long considered themselves truly unique. But it turns out that the better word from unique is “most advanced” Every year scientists prove that some purely human traits are found in animals

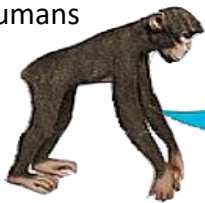
Ravens use stones to crack eggs, sometimes immobilizing an egg with a bigger stone and hitting it with a smaller one



Clarks nutcrackers remember for at least 6 months where they put seed and they use 5 thousand caches in a 15 mile area



Chimpanzees have similar basic arithmetic mental, non-verbal skills (adding up) as humans



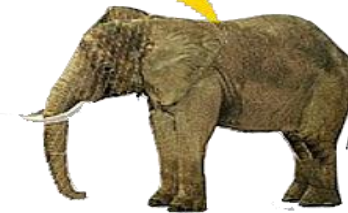
All magpies, great apes, dolphins, elephants recognise their reflection in the mirror



Wild dolphins that were recovering from an illness in the Adelaide aquarium learned to tail walk only from dolphins in captivity without human trainers



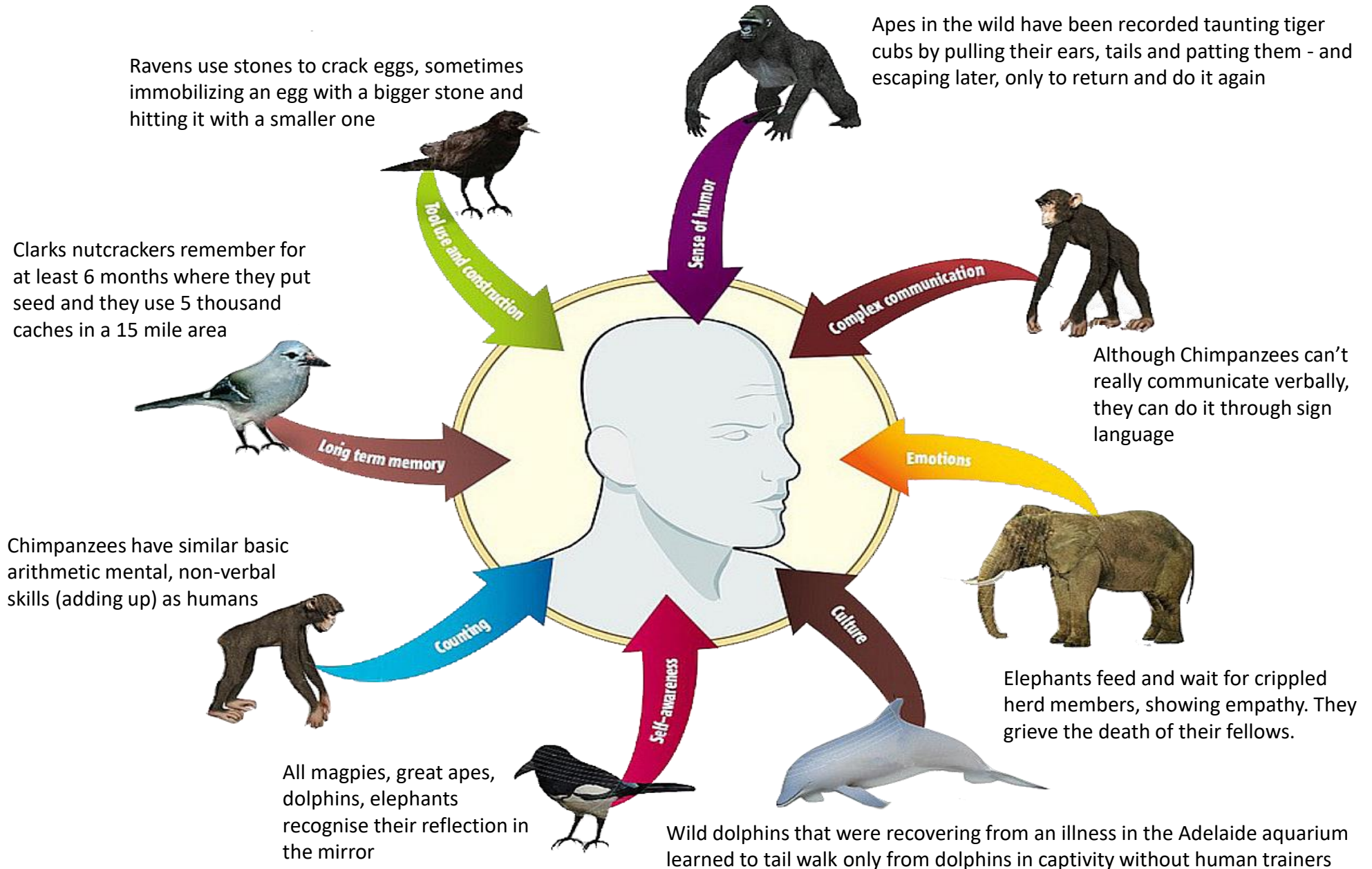
Elephants feed and wait for crippled herd members, showing empathy. They grieve the death of their fellows.



Although Chimpanzees can't really communicate verbally, they can do it through sign language



Apes in the wild have been recorded taunting tiger cubs by pulling their ears, tails and patting them - and escaping later, only to return and do it again



# Bio-Diversity: Outperformance?

## Speed



Peregrine falcon while diving reaches 320km/h



White throated needle-tail fastest bird in level flight 170 km/h



Fastest running animal is the cheetah 120km/h



Fastest swimming fish – shortfin Mako shark – 50km/h

## Eyesight

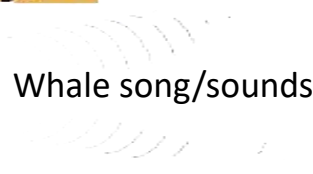


Eagles have vision enabling them to see 8 times further than humans

## Hearing/communication range



Whale song/sounds travel up to 1 800 km



## Lifespan

Longest living animal – the quahog clam - 410 years



Some tortoises live up to 200 years

## Size



Blue whales, the largest creature on earth weigh 190 tons

## Long distance running



Yiannis Kouros ran 160 km in 11h46m

## Ultramarathon records

24 hours	148 hours
286.46 km	428.89 km

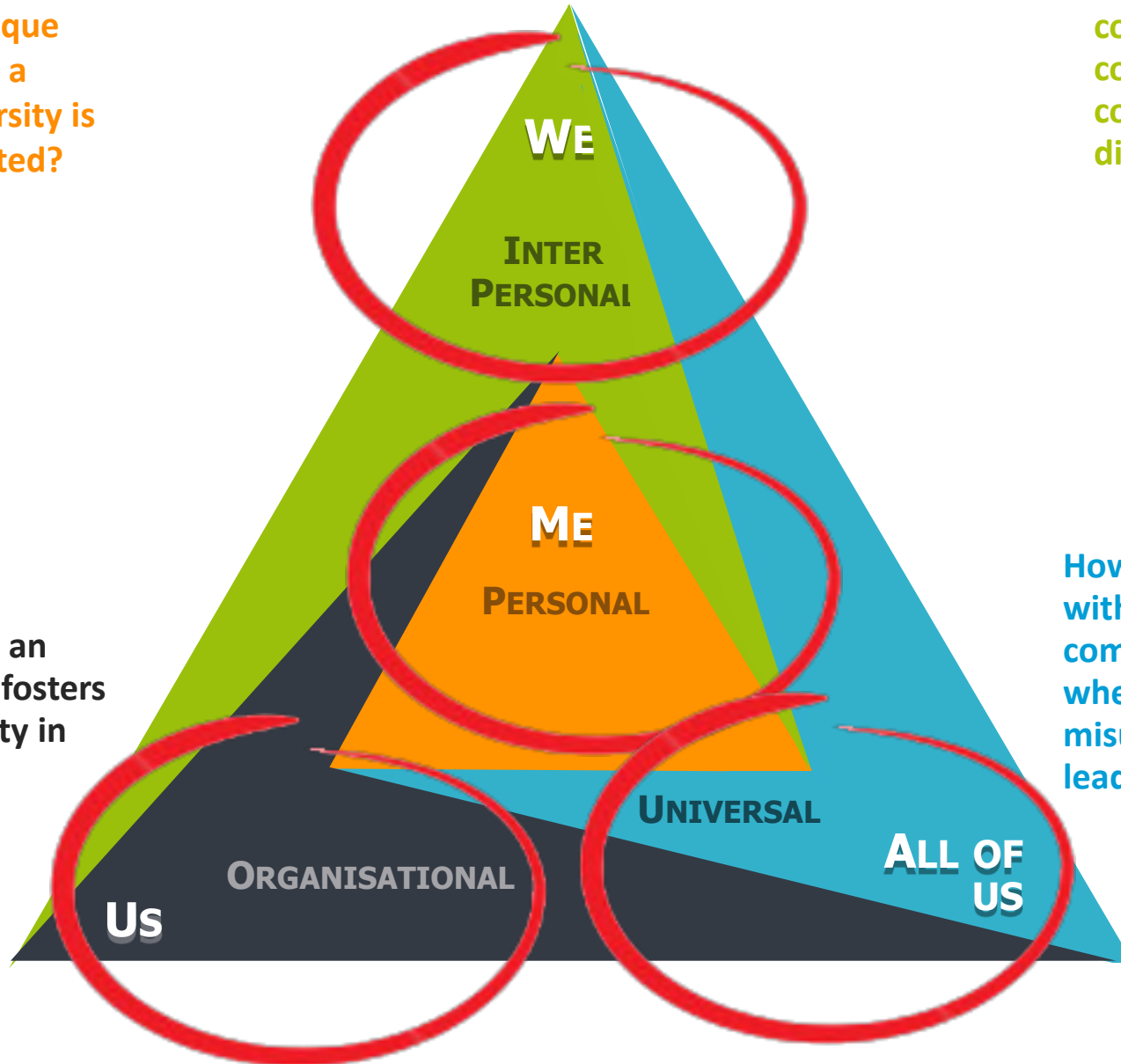
# Diversity: Humans

How do we value and bring our own unique identity to light in a world where diversity is often misinterpreted?

How do we build connection, communication, and collaboration across differences?

How do we create an environment that fosters respect for diversity in any environment?

How do we interact within cultures, companies & countries where cultural misunderstanding can lead to breakdown?



# Four Kinds of Diversity

There are a lot of factors that can play into diversity—some things are visible and expressed on the outside through actions and behaviours, whilst others are a part of how people were born. It is these distinctions that form the grounds for the four categories of diversity. A good way to think of these four types of diversity is as dimensions that each hold their own list of different applicable elements. Let's explore them here.

## #1 Internal Diversity

Internal diversity characteristics are ones related to the situations a person is born into. They are things a person didn't choose for themselves and are impossible to change. Here are some examples of internal diversity:

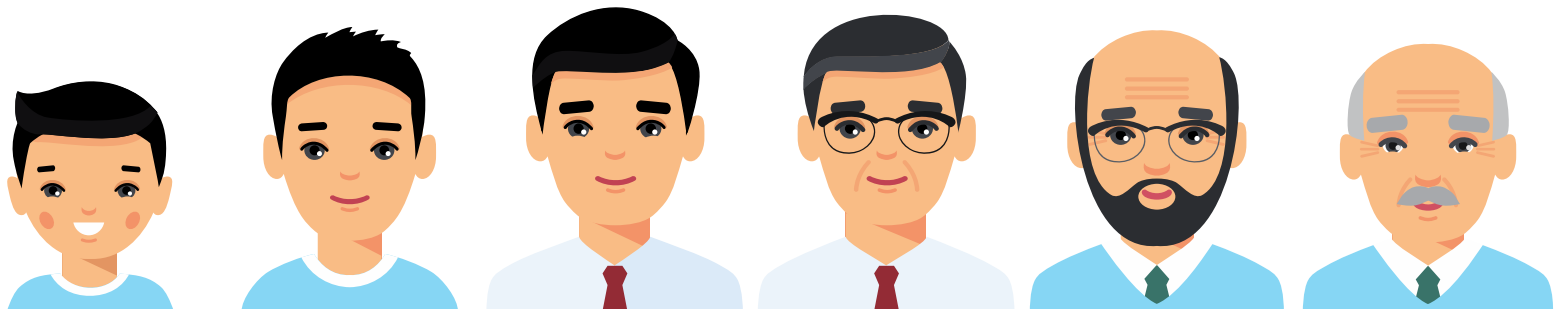
### RACE: Biologically expressed characteristics



### ETHNICITY: Cultural expression and identification



### AGE: Diversity that is demographically based EG. Gen-X. Biological aging.





# Four Kinds of Diversity

## #1 Internal Diversity (continued)

NATIONAL ORIGIN : Country of birth



CULTURAL IDENTITY: Sense of belonging to a particular culture or ethnic group. With all its various elements.



SEXUAL ORIENTATION : Who you are drawn to romantically and sexually



ASSIGNED GENDER : DNA and reproductive anatomy at birth



# Four Kinds of Diversity

## #1 Internal Diversity (continued)

**GENDER IDENTITY:** Who you are. EG. Male, Female, Non-Binary, Transgender .....



**PHYSICAL ABILITY :** Strength, Flexibility, co-ordination, balance and stamina or lack of ..are included in the physical



**MENTAL ABILITY:** a range of abilities as measured by tests covering spatial visualisation, perceptual speed, number facility, verbal comprehension, word fluency, memory, inductive reasoning, attention span and so on.





# Four Kinds of Diversity

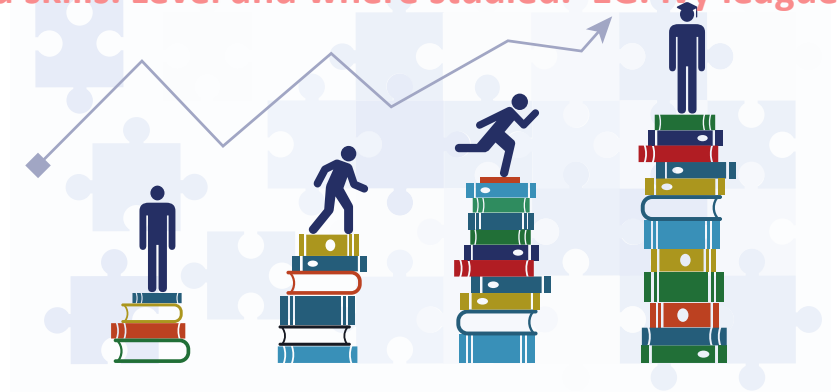
## #2 External Diversity

In the context of diversity, the term external is used to describe things that are related to a person but aren't characteristics that a person was born with. While external diversity can be heavily influenced by other people and the surroundings through time, (even forcibly so), they ultimately are aspects that a person can change and often do over time. Here are some examples of external diversity:

**PERSONAL INTERESTS:** Subjects, hobbies, pastimes, music, sport, etc.



**EDUCATION:** The formal development of knowledge and skills. Level and where studied. EG. Ivy league ?



**APPEARANCE:** Dress, body language, posture, demeanour and mannerisms



**CITIZENSHIP:** legal membership of a country that brings rights and responsibilities under the law



# Four Kinds of Diversity

## #2 External Diversity (continued)

**RELIGION:** Cultural system of shared beliefs and rituals that provide a sense of meaning that is sacred



**FAMILIAL STATUS:** Order of birth in the family



**LOCATION:** Where the individual resides



**RELATIONSHIP STATUS:** Current relational description





# Four Kinds of Diversity

## #2 External Diversity (continued)

**SOCIO ECONOMIC STATUS:** A combination of a person's income, education, occupational and social status. EG. Working, Middle, Upper class.





# Four Kinds of Diversity

## #3 Organisational Diversity

Organizational diversity, also called functional diversity, relates to the differences between people that are assigned to them by an organization—essentially, these are the characteristics within a workplace that distinguish one employee from another.

Regardless of your position or the pay you receive, any form of work that you do solidifies how we may belong to an organization. Whether you're working for a private, NGO, public sector, or governmental organization, or do volunteer work, you are a part of an organized group. This could be as small as a group of two or anything higher. As long as it's more than one person, it is seen as constituting an organization. Here are some examples of organisational diversity:

**JOB FUNCTION:** The role as outlined in the job description within the organisation



**MANAGEMENT STATUS:** Position in the hierarchy



**PLACE OF WORK:** Location where the majority of the working time is spent



**EMPLOYMENT STATUS:** Employed or not and employment arrangement. EG. Full-time, contractor, part-time, casual, freelance, consultant, owner.... etc.



# Four Kinds of Diversity

## #3 Organisational Diversity (continued)

**PAY TYPE:** Types of compensation. EG. Salary, hourly rate, over-time, tip income, commission, bonus, shares or stock options, fringe benefits etc.



**UNION AFFILIATION:** Member of organised labour or not



**TENURE:** Length of time employed



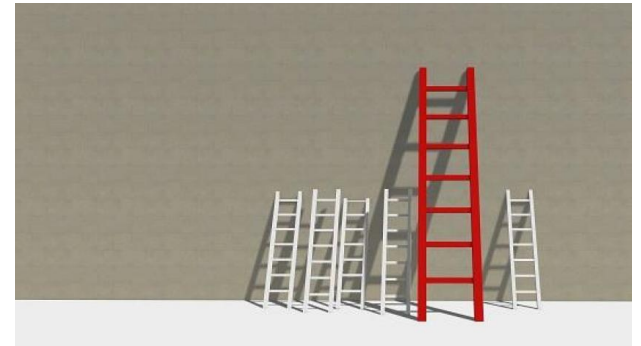
**RANK STATUS:** Blue Collar or White Collar



**COMPETENCE:** Level of Expertise



**PROMOTABILITY:** Considered talent or not





# Four Kinds of Diversity

## #4 World View Diversity

The fourth type of diversity is commonly known as worldview. Even though there are a multitude of factors that come together to form our worldview, including our internal, external, and organizational diversity characteristics, at the end of the day, everyone has a worldview that they align with. Worldview diversity is another diversity type that changes with time—we conceptualize the world differently as we have new experiences and learn more about ourselves and each other. Here are some examples of world view diversity:

**POLITICAL BELIEFS/AFFILIATION:** Preferences around the government, economics and social systems



**MORAL COMPASS:** Ethical framework for decisions



**OUTLOOK ON LIFE :** Includes Pessimism, optimism, pragmatism (realism)



**EPISTEMOLOGY:** The nature of, and the acquiring of knowledge

