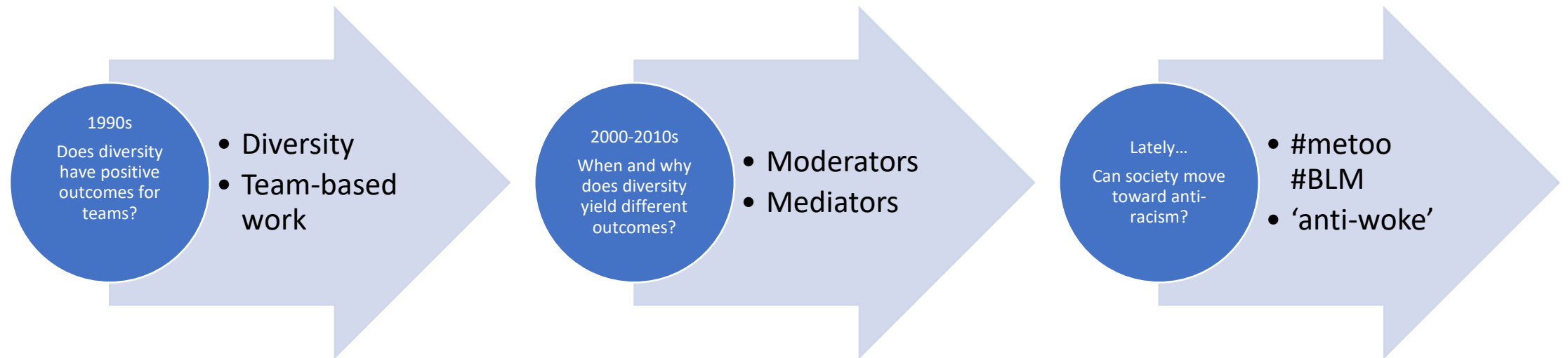


# *How Diverse Groups Work Together*

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Eden King

# Evolving Understandings



# So how can we create conditions that enable positive outcomes of diversity?

- *Van Knippenberg, Nishii, & Dwertmann (2020)*
  - do work that requires intense thinking
  - rely on one another to solve problems,
  - have the motivation and skills needed for the task at hand,
  - have leaders who model the sharing and integration of varied ideas,
  - operate in a climate that prevents stereotyping and is inclusive, and
  - take the time needed to process diverse perspectives.

# Definitely True in Science Teams

“The core people that did the work that the Nobel Foundation has recognized me for... they are far more diverse than, certainly at that time, you would see in the average chemistry laboratory... That diversity of people created an environment where we felt that we didn't have to play by the same old rules as scientists. We could do things like organic chemistry in living animals- why not? We didn't have to play by the rules. If there weren't the right chemistries, we could invent new chemistries. Why not? We didn't have to play by the rules. I think that culture kinda grew organically- no pun intended- without a whole lot of steering by myself... **I let that diverse group of students find their voice, realize their curiosity, break the rules, and do something that 25 years later some people find impactful.** And I owe them a great deal of gratitude.”-

Carolyn Bertozzi- Winner of Nobel in Chemistry