



Politics Q3

Diversity is fashionable, but is it valuable?

Recommended Readings

John Locke's Works

1. "A Letter Concerning Toleration" (1689)

Argues for religious tolerance and separation of church and state

Examines benefits of allowing diverse religious beliefs within society

Provides philosophical foundation for valuing diversity of thought and conscience

2. "Two Treatises of Government" (1689)

Establishes natural rights theory where all humans have equal fundamental rights

Discusses how different skills and contributions strengthen society

Chapter V on property contains relevant ideas about how diverse labor creates value

3. "An Essay Concerning Human Understanding" (1689)

Book II explores how diverse experiences shape different minds

Book IV examines how people form differing opinions and knowledge

Suggests diversity of experience leads to diversity of understanding

4. "Some Thoughts Concerning Education" (1693)

Discusses different approaches to educating children

Acknowledges individual differences in learning and character



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Relevant for considering how educational diversity affects society

5. "The Reasonableness of Christianity" (1695)

Argues for toleration across different Christian denominations

Suggests core truths can be approached from diverse perspectives

Shows Locke's commitment to intellectual diversity within boundaries

Other Historical Resources

1. John Stuart Mill's "On Liberty" (1859)

Chapter 3 specifically argues for diversity of opinion as essential to discovering truth

Warns against conformity as stifling progress and knowledge

Provides utilitarian arguments for valuing intellectual diversity

2. Alexis de Tocqueville's "Democracy in America" (1835)

Examines diverse associations and groups in early American society

Discusses dangers of "tyranny of the majority" against diverse viewpoints

Considers how diversity of regional experiences affects democratic governance

3. Edmund Burke's "Reflections on the Revolution in France" (1790)

Defends organic social diversity against abstract uniformity

Values diverse institutions that develop through tradition

Provides conservative perspective on societal diversity

4. Adam Smith's "The Wealth of Nations" (1776)



Discusses division of labor and specialization

Argues diverse skills and trades create economic value

Provides economic framework for understanding diversity's benefits

5. Wilhelm von Humboldt's "The Limits of State Action" (1792)

Argues for diversity of human development as essential to society

Sees uniformity as reducing human potential

Influenced Mill and other liberal thinkers on diversity's value

6. Jean-Jacques Rousseau's "Discourse on Inequality" (1755)

Examines social differentiation critically

Questions certain forms of diversity that emerge from civilization

Provides counterpoint to unqualified celebration of all diversity

7. Kant's "Perpetual Peace" (1795)

Discusses relations between diverse nations and peoples

Considers cosmopolitan ideals while acknowledging differences

Relevant for international aspects of diversity

Contemporary Resources

1. Scott E. Page's "The Diversity Bonus" (2017)

Presents mathematical models showing how cognitive diversity improves problem-solving

Distinguishes between identity diversity and cognitive diversity

Provides evidence-based arguments for diversity's practical value



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2. Katherine W. Phillips' "How Diversity Works" (Scientific American, 2014)

Summarizes research showing diversity improves group performance

Examines how diversity creates beneficial cognitive friction

Discusses conditions under which diversity provides most benefit

3. Robert D. Putnam's "E Pluribus Unum: Diversity and Community in the 21st Century" (2007)

Research suggesting diversity initially reduces social cohesion

Discusses how societies adapt to diversity over time

Presents nuanced empirical perspective on diversity's challenges

4. Thomas Sowell's "Discrimination and Disparities" (2018)

Challenges assumptions about group outcomes and diversity policies

Examines factors besides discrimination that lead to disparate outcomes

Provides critical perspective on certain diversity initiatives

5. Amy Chua's "Political Tribes" (2018)

Examines how ethnic and cultural diversity affects politics

Discusses both strengths and tensions arising from diverse societies

Considers international examples of diversity challenges

6. Charles Murray's "Coming Apart" (2012)

Argues that cultural divides between classes are increasing

Examines consequences of social segregation



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Provides perspective on class diversity challenges

7. Jonathan Haidt's "The Righteous Mind" (2012)

Examines moral diversity across political viewpoints

Discusses value of viewpoint diversity in institutions

Provides psychological framework for understanding differences

8. Claude Steele's "Whistling Vivaldi" (2010)

Examines how stereotypes affect performance (stereotype threat)

Discusses challenges to realizing diversity's benefits

Provides psychological perspective on diversity interventions

9. Jennifer A. Richeson & Samuel R. Sommers' "Toward a Social Psychology of Race and Race Relations for the Twenty-First Century" (2016)

Reviews research on intergroup contact and diversity

Examines both positive and negative outcomes of diversity

Provides empirical grounding for diversity discussions

10. Greg Lukianoff & Jonathan Haidt's "The Coddling of the American Mind" (2018)

Critiques certain approaches to diversity in educational settings

Discusses unintended consequences of some diversity initiatives

Examines relationship between diversity and free expression