



# Affirmative Action VS Diversity

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## [Affirmative Action vs. Diversity](#) [Business Training Media](#)

"Diversity management is frequently confused with affirmative action and valuing diversity. Opponents of both concepts use the terms interchangeably, often throwing in the word 'preferences' as yet another synonym. It is important to understand the history of each and to use the terms accurately. Affirmative action, valuing diversity and managing diversity are separate points on the continuum of interventions designed to stimulate the inclusion of people from different backgrounds in an organization.

This [article](#) offers definitions of Affirmative action, valuing diversity and managing diversity.