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EAP II: Academic Writing in the U.S.

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7 April 2026

The Importance of Diversity Thinking in AI Fields

Nowadays, innovation is strongly focused by the world. And diversity has been an increasingly critical factor in innovation in all kinds of areas, especially in one of today's most popular topics Artificial Intelligence [AI]. Imagine you are a user trying an obstinate AI machine, which would never consider in your aspect or in your ways. Will you feel offensive and give up that wooden AI? That is a case of how "diversity thinking" should be applied. By learning "Creativity and Diversity: How Exposure to Different People Affects Our Thinking", the article "Top 9 Ethical Issues in Artificial Intelligence" produced by Julia Bossmann, and Rocio Lorenzo's research "How Diverse Leadership Teams Boost Innovation" on workplace diversity, we can clearly see how much "diversity thinking" can raise creativity, reduce bias and improve the teams' decision. Although each author elaborates diversity from a different perspective, they all demonstrate that diversity is essential for remarkable innovation.

The Hidden Brain text mainly focuses on how exposure to different ideas will improve creativity. The book introduces the concept of the "edge effect", which explains that innovations often occur at the intersection of diverse ideas, cultures or environments. Such interaction can enhance the "cognitive flexibility" mentioned in the book, allowing individuals to think of problems in more complex and creative ways (Hidden Brain). Moreover, the book points out that diversity perhaps creates discomfort. Anyway, the sense

of discomfort is not harmful; instead, it prompts individuals to review the supposition and thus will help them form a deeper understanding. As a conclusion, the groups with diversity generally behave better in those tasks requiring divergent thinking and creative ideas.

Diversity does not necessarily create mistakes. On the contrary, diversity will be helpful in avoiding bias. By studying cases in artificial intelligence, we can have a deeper understanding of “diversity thinking”. Julia Bossmann points out that AI systems are shaped by humans. So if those developers lack diversity, it’s hard to say whether the systems they create have comprehensive perspectives with no bias: Though artificial intelligence is capable of a speed and capacity of processing that’s far beyond that of humans, it cannot always be trusted to be fair and neutral. For instance, if the developers train the system with biased data, the system may produce unfair results in areas like hiring or facial recognition. Although diversity of developers takes only a small part of Bossmann’s article, her argument has suggested that diversity is important to prevent such dangerous issues: We shouldn’t forget that AI systems are created by humans, who can be biased and judgemental. Once again, if used right, or if used by those who strive for social progress, artificial intelligence can become a catalyst for positive change. The teams including people from divergent backgrounds are more likely to discover the potential issues and design a system with more fairness.

Rocio Lorenzo’s research further stands for the importance of diversity in organization environments. Her study shows that companies with diverse leadership teams are more innovative and can achieve higher financial income. She also emphasizes the necessity of inclusion. Without inclusion, those diverse perspectives may not be heard or

accepted. This idea can be applied to AI development as well. Only if all the members are encouraged to show their own ideas and contribute their creativity to the team, the innovation can be improved in a diverse team. As a result, besides creativity and less mistakes, an inclusive environment can lead to better decision-making and unique attractive solutions, which is critical for long-term development.

When comparing these three texts, we can clearly discover the similarities and differences. All of the three authors point out that diversity can help improve the teams' outcomes, no matter in research creativity, system fairness or business income. Nevertheless, there are differences in their focus. The Hidden Brain explains how the psychological principles work when diversity contributes to creativity. Bossmann highlights bias risks in AI technology development. Meanwhile, Lorenzo provides real-world data about the relationship between business success and extent of diversity. These differences in focus together create a core complete understanding of diversity and innovation.

In the field of AI, these ideas can combine in a powerful and influential way. AI systems are complex and will influence many different areas of society. Thus, the development of AI requires input from diverse perspectives. Without enough diversity, AI may train itself in a totally wrong direction. The consequence might be unequal decision-making models or applications with significant regional or ethnic characteristics that make other users disagreeable. Take myself as an example, I once tried to make a crime-rate prediction model in a certain area with open-sourced data. There are many different factors in the crime recordings and many of them seem not important at all. Then I chose a few factors that I thought were important and gave up the other. Unexpectedly, the prediction success rate was obviously lower than the model trained by certain other factors. Therefore, training models with a single perspective is likely to be limited. However, with diverse and inclusive

teams, AI can become more creative, fair, and effective, with better design and fewer unintended consequences.

In conclusion, diversity is crucial in innovation, especially in artificial intelligence. Through the ideas presented in the Hidden Brain text, Bossmann's article, and Lorenzo's research, it is clear that diversity can improve creativity and reduce bias. Although diversity may lead to challenges or discomfort, these challenges can make better outcomes. As technology continues to develop, focusing on diversity will be essential for creating innovative solutions.

Works Cited

Bossmann, Julia. "*Top 9 Ethical Issues in Artificial Intelligence.*" World Economic Forum, 2016.

Hidden Brain. "*Creativity and Diversity: How Exposure to Different People Affects Our Thinking.*" NPR.

Lorenzo, Rocio, et al. "*How Diverse Leadership Teams Boost Innovation.*" Boston Consulting Group, 2018.