**ABSTRACT**

Over the last years, the world “diversity” has become a meaningful part of the language and management in the European companies.

The purpose of this article is to reflect on the way diversity was being defined and conceptualized in the last centuries. It intends to contribute to the re-conceptualization of diversity, i.e. to the move away from the essentialistic approach in which diversity is perceived as a fixed essence to a more dynamic one in which diversity results from a particular context.