


# Why Does Our Organization Need More Diversity?

The background features a photograph of three diverse individuals—two women and one man—sitting on the floor in a meditative or contemplative pose. They are all looking upwards. The image is overlaid with a semi-transparent blue filter. The overall design is accented with large, wavy, organic shapes in shades of teal and bright green on the left and right sides.



The future success of any organization is going to depend upon their ability to attract and retain a diverse group of talented individuals to drive future innovations and growth forward through fresh ideas, perspectives, and views. This requires companies to have a mixture of talents of diverse backgrounds, genders, ages, and lifestyles. As the diversity grows, managers must also put in place policies and practices to build an inclusive and harmonious workplace.

# What is Diversity?

Diversity in a workplace is achieved by creating a melting pot of team members from a variety of different backgrounds.

Many of us when thinking of diversity tend to think of gender, age, and race as the primary measurements. True diversity though is achieved by a mix of ethnicity, age, gender, physical abilities, race, sexual orientation, educational background, geographic location, marital status, religious beliefs, and work experience.

# Why is it important to manage diversity in the workplace

- Well managed diverse teams outperform non-diverse teams as they tend to be more creative and effective at problem solving.
- Organizations that create inclusive workplaces attract and retain the best talent in the market
- Employees that feel included, valued, and rewarded are more engaged and motivated

# How to manage and inclusive and diverse environment

- Recruiting - hire candidates which fit the organization's values on inclusiveness
- Onboarding - onboarding employees should hear about the company's DEI initiatives. These values and behaviors are expected of them, so we should make this part of the onboarding process to reinforce.
- Learning and Development - equip employees with tools and continued education around the importance of a diverse and inclusive workplace

<https://ideas.bkconnection.com/ultimate-guide-to-dei>

<https://www.scribd.com/document/23877677/Effectively-Manage-Workplace-Diversity>

<https://www.scribd.com/document/261216120/Workplace-Diversity-Management-Toolkit-and-Manager-s-Guide>

**Sources**