**FIELD: WORK**

**CONTENT:**

**An essay on cultural diversity in a workplace**

**Introduction**

There is great diversity in the field of culture. Culture covers aspects like race, gender, language, values and beliefs and is developed from a combination of individual uniqueness and organizational or environmental characteristics.

Diversity means that people with different characteristics are being employed. And that is those with different genders, races, cultures, political views, religions, socioeconomic background, education, life experiences, upbringing, sexual orientation and ethnicity.

Cultural diversity refers to inclusion of individuals of varying age, gender, race, ethnicity, relationship status, educational achievement, income and sexual orientations among other dimensions.

The business sphere experiences the impact of cultural diversity which affects local communities, employees, and even the country in general.

This essay attempts to give a comprehensive discussion in regard to the aspect of cultural diversity within the workplace with much emphasis being given to how important it is to the development of the organization and employees, its challenges to the employees and effective ways in which its continuous enforcement can be promoted in the workplace.

**Importance of Cultural Diversity**

* Boosts creativity and innovation

Diversity allows different ideas, perspectives, and opinions to emerge out of the workplace. It helps to look at the situation from all possible angles that help to bring out something unique.

* Improves problem-solving and decision making skills

People from diverse cultures can introduce positive new beliefs and practices that allow the employees to look at the situation with growth mindset. The broader viewpoints and perspectives help resolve complex issues with ease while simultaneously forming business strategies. Cultural diversity can boost cognitive flexibility as employees get familiar with different cultures and their importance for business.

* Maximum skills and experience

Everyone from different cultures has different skills and experiences. Thus, a mix of cultures allows employees to gain valuable experience with skills through their colleagues. A nurturing environment with new things to learn every day and from others helps the employees to thrive.

* Ease of going global and improving brand reputation

Culturally diverse employees allow the organization to penetrate foreign markets through their shared cultures and experiences. It gives a competitive advantage with more customer appeal, investors’ trust, and the ability to negotiate with foreign firms. Cultural diversity sets the organization apart in the industry with unique styles of conduct and a sense of inclusivity.

* Higher productivity and revenues

Employees are the company’s most valuable assets whose coordination and innovation can make or break the brand image. Their sense of fulfillment and feeling respected and appreciated for their skills in the work premises motivates them to strive to achieve the organization’s goals with full enthusiasm.

* Higher appeal to customers

Customers prefer those with whom they can connect, as connections play a crucial role in their trust in the organization. The organization can establish strong customer appeal and connection with its consumers through their culturally diverse employees.

**Challenges with cultural diversity in the workplace**

* Communicational challenge

Employees from diverse backgrounds may face difficulties in communication due to language barriers or gaps in interpreting due to different accents and local slang.

* Different working styles and preferences

Different people prefer different working styles and ways to approach a situation that can fuel interpersonal conflicts.

* Slower goal progress

Cultural diversity increases the number and range of opinions, ideas, and perspectives put on the table while exploring the issues. Therefore, more ideas require pondering overall perspectives to choose the one that best aligns with the company’s interests. The goal progress suffers a setback as more time goes into discussions and analysis.

* Difficulties for people with disabilities

Employees with disabilities that include social or physical disability may prevent them from forming due to negative stereotypes associated. They may feel vulnerable and alienated due to the poor understanding from their peers and higher-ups.

* Inequity in inclusion

The definition of an inclusive environment varies from person to person and, therefore, what is inclusive to one section may not be suitable for others. Companies should put into interest of the majority of the workforce while also considering the needs of other groups.

**Ways to promote cultural diversity**

* Cultural sensitivity training and workshops

Educate employees through regular workshops and cultural sensitivity to improve cultural competency. Hold cross-generational mentorships programs to bridge the communication gap between different generations. Such programs allow addressing negative biases associated, thus strengthening the partnerships.

* Contribute to promotion of marginalized groups

Employees can promote the representation of marginalized groups through volunteering and engaging in their welfare.

* Encourage healthy debates

Debates are a healthy way to up skill communication and analytical skills. Healthy conflicts are crucial and an integral part of a culturally diverse organization to ensure no aspect is left out. Ensure the decision-maker who makes the contributors feel valued.

* Provide channel for feedback

Feedback can help to uncover underlying diversity issues and alleviate the barriers. It allows the organization to ensure that cultural competency is also the employees’ top priority.

* Strict code of conduct

Devise a code of conduct that strictly prohibits discrimination and harassment.

**Conclusion**

Acknowledgement of the importance of cultural diversity in the workplace profoundly affects business growth. A diverse workforce offers unique ideologies and skills that can help resolve complex issues with ease. Cultural diversity training can allow the company to assimilate the differences as its strengths and help employees to thrive in the environment, pushing revenue and productivity to heights.