**FIELD: HUMAN RESOURCE MANAGEMENT**

**CONTEXT:**

**What makes an organization more diverse and what are the common issues**

An organization is a body of individuals working under a defined system of rules, assignment procedures and relationships designed to achieve identifiable objectives and goals. An organization begins when people combine their efforts for some common purpose.

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.

As it is always the vision of every organization to grow, to do better in different fields and to be better than other organizations, most organizations embraces diversity. Diversity brings in new ideas and acts as a pathway to unlock creativity. The more an organization is open to perspectives from people of different backgrounds, life experiences, upbringing, sexual orientation, education, political views, cultures, races, genders and ethnicity the more creative and resilient it becomes. Diversity not only improves performance but also creates positive friction that enhances deliberation and upends conformity. Through diversity, deliberations and unconventional solutions can be found. Some of the benefits of diversity in an organization include;

* Increased creativity
* Better innovation
* Quicker problem solving
* Higher profits
* Engaged employees
* Lower turnover
* Attracting top talent

Diversity has turned out to be vital concern in organizations especially during this twenty first century. Nowadays, the enforcement of diversity is perceived as an important element in organization’s maintenance. Organizations become more diverse through hiring of diverse candidates, developing diverse-friendly policies, diversity training programs, diverse mentorship, building a diverse executive tier, deliberate team building, tracking of organization’s efforts and getting feedback.

**Common issues**

1. **Hiring of diverse candidates**

An organization becomes more diverse when it hires diverse talent. To achieve this there is need for revamping of recruitment process. This means creating one that is more attractive to candidates from different backgrounds, cultures, races, genders and so on. It can also post recruitment advertisement on different job boards so that it can be seen by a variety of qualified candidates.

1. **Developing diverse-friendly policies**

For an organization to feel a more diverse workforce, there are policies that are policies which are usually implemented. By offering flexible schedules and leaving options, different activities, and even culturally-sensitive food options. This makes everyone to feel welcomed and included.

1. **The organization promoting diversity training programs**

Helping everyone in the organization get on board and develop a more diverse workplace is key. To consider organizing some diversity training programs, it can cover several different topics or issues around diverse workplace. By considering the ones that are most important at the organizing. It is also vital to create a positive atmosphere where the employees feel like they can openly discuss any challenges and problems they are having with implementing diversity in the organization.

1. **Diverse mentorship**

Workplace mentoring programs are a great way to help develop a more diverse workplace. Connecting employees from different backgrounds can cultivate more understanding, which can lead to a more positive workplace. Both mentors and mentees can benefit from these types of mentorships.

1. **Building a diverse executive tier**

Normally organizations take advantage of all the benefits that come from having a diverse workplace. By ensuring that diversity goes right up the ladder. In other words, ensuring that the top management team is also inclusive of different cultures, races, genders, etc. The more an organization can reflect the diversity of the world, the more rewards it will get from its diversity efforts.

1. **Deliberate team building**

Working on building teams made up of individuals with different characteristics and backgrounds. This helps the employees become comfortable working together. Research has found that diverse teams are stronger. They are able to make better decisions and much quicker too.

1. **Tracking of organization’s effort**

Any initiative taken at the organization should be measured and tracked. Considering the metrics it uses to weigh the success of the diversity program. The key performance indicators (KPIs) becomes specific in an organization, but they should be something that the organization have some data about before beginning its diversity efforts. By tracking these key performance indicators (KPIs) it should be able to see a difference. Tracking of an organization’s efforts can also be an important way to uncover any problems it has in its efforts to become more diverse.

1. **Getting feedback**

One great way to see how successful an organization diversity efforts have been is to ask. Sending out surveys and asking employees to rate the diversity program. Keeping an eye on any feedback that can help enhance an organization’s program or diversity.

Having more diversity in an organization can create a stronger organization with more engaged and productive employees, increased innovation and problem-solving capabilities and there are also financial advantages to having a diverse workplace.