QUESTION

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

An organization is an institution, company, or association with an ordered structure where people with various roles, responsibilities, ideas, and positions coexist and work to achieve a particular goal.

Diversity in an organization means appreciating differences between individuals and ensuring these varying attributes and characteristics are valued. As organizations try to embrace various ideologies, they are faced with different challenges that we will discuss later in this concept.

What makes an organization more diverse?

The ability of an organization to incorporate various ideologies, beliefs, different cultures, genders, and various age groups of people in the working environment makes the organization more diverse, and the ability to overcome the obstacles of the status quo

Common issues facing organizations as they try to diversify.

Communication barriers

Hiring employees from a range of cultures and backgrounds has fantastic benefits for businesses, but it can occasionally result in communication or language barriers within a team.

This can sometimes lead to frustration among employees and productivity losses.

Gender equality issues

Salary inequality between men and women has been a huge topic of discussion in recent years.

Individuals who are treated unequally can become demotivated and often choose to leave, causing increases in staff turnover.

It aims to prevent gender equality issues by ensuring companies pay equally between women and men for equal work, but has faced a lot of challenges in implementation.

It is also important for employers to ensure the same equality is practiced during the hiring process as well as with career progression in terms of opportunities offered and promotions.

Generational differences

In teams where there is a wide age range, especially if the company is recruiting graduates, there may be some generational differences or generational gaps.

This could potentially hinder discussions on certain subjects, which are evolving in today's corporate culture.

This is something to consider when you start your graduate recruitment plans, as individuals from other generations might struggle to adjust to any changes that occur. To bridge the gap between generations, promote an office culture where all views are heard, and sustain a collaborative environment.

Conflicting beliefs

Conflicts can arise in the workplace due to differences in religious, political, or cultural beliefs, and unfortunately, discrimination and prejudice still occur in some corporate environments.

Disability discrimination

The workplace can be tough for employees with a physical or mental disability.

In a recent study on employment and disability, 12% of employers are concerned that disabled employees will take more time off work, and 19% believe that it is expensive to hire individuals with disabilities due to the costs involved in adapting to the workplace.

With many offices not fully equipped with wheelchair access or making no allowances for dogs, disabled individuals are still widely discriminated against today.

Isolated individuals

Sometimes employees can feel left out or isolated when groups of other individuals with similar backgrounds and characteristics form 'cliques or social circles.

time-consuming implementation process

When thinking about the disadvantages of diversity in the workplace, one of the key issues is that implementing diversity in the workplace policy can be a lengthy process involving research, time, and resources.

It can also work out quite costly if you decide to offer training to help bridge the skills gap, for example.

This can make it difficult, particularly for small businesses and startups, to launch a diversity strategy.

However, there are always smaller, less costly positive changes that can be made to ensure all employees feel included and have a voice.

Resistance to change

In most companies, it is common to find certain individuals who are resistant to change.

"This is the way we've always done it" doesn't mean that it's the right way to do it now.

However, sometimes it can be difficult to convince these individuals that change can be a good thing, which can inhibit the progress of a diversity and inclusion strategy.