Organization Diversity

Name

Department name, Institution name

Course number: Course name

Instructor’s name

Due date

Organization Diversity

Organizational diversity is the deliberate and planned inclusion of a variety of individuals personifying different demographics, races, ages, genders, personalities, and religions. Organizational diversity is as key to the success of an organization as any other important aspect and it brings numerous benefits to the institution (Cabrera, 2022). This essay explains the benefits of making a workplace more diverse, how that can be archived, and the issues that come with diversification.

**Benefits of Organisation Diversity**

Numerous reasons can support the importance of organization diversity.

Diversity allows a wider evaluation of problems and solutions coming from a variety of viewpoints based on different personalities and backgrounds. This paves the way for better and more solid decision-making. This also develops more creativity and innovation. The various thought processes and ideas bring a complex approach to workplace problems.

A Healthy Competition in an organization encourages the draw of a wide range of skills and talent with an extra push and motivation. The staff would always have the urge to adapt and bring out their best (Adam-Samura, 2023).

Ethical and legal adherence is another important factor. In many societies, countries, and states, it is an organization's mandatory responsibility to meet the diversity requirements set by law.

Organizations that push for diversification can maintain and keep their employees, which reduces the turnover rate. This brings about the development of both the individual and the organization.

As the market becomes more globalized so do the consumer's needs. Having a workplace with people from different geographical backgrounds and ethnicities can encourage the solution to meet the consumer’s desires.

**How to Make an Organization More Diverse**

One way is through the implementation of Diverse Hiring Practices. Candidates from various demographics would be attracted and encouraged to apply to an organization that sets diverse recruitment strategies.

Open and clear communication between the organization and its employees on the diversification would encourage them to open up about their experiences and thoughts on the topic. This assists the organization in identifying the various ways of meeting this requirement.

Organizations can make an accessible work environment by making spaces in workplaces that consider people with physical disabilities. Spaces like accessible washrooms for people with special needs, ramps, and stairs that allow individuals with special walking needs to navigate through.

Heavily focusing on the retention of employees shows existing employees and interested applicants that the organization is considerate of its diverse staff and there is a healthy and welcoming work environment.

Occasional training and education of employees on understanding and being aware of the importance of a diverse workplace will lead to the appreciation of one another’s backgrounds and differences, making it welcoming for everybody.

**Issues with Organisation Diversity**

As much as diversifying a workplace is highly encouraged and applauded by the society and legal system, several repercussions come with the practice.

Unfair expectations of workers based on stereotypes are a problem that comes with diversification. Different workers may receive different expectations based on factors like age and gender. This creates animosity amongst the staff.

Due to a lack of proper education on the need for diversification, some employers may feel threatened and fail to embrace the idea, thus becoming rigid to the change.

Some organizations may feel pressure to meet the requirements and unintentionally get biased in the recruitment process.

Miscommunication becomes a growing concern when employers of different backgrounds and ethnicities are in the workplace (“Role of Managing Diversity in the Workplace: Best Practices and Challenges,” 2023).

**References**

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