Organizational diversity is an important aspect that allows people with different backgrounds and work experience to work together for the necessary changes required within an organization to make more advances in the company (Stanford 2020). For an organization to be diverse, there is majority of factors that contributes. To start with, an organization's makeup and culture play a major role in making the organization diverse. This involves assessing the organizations' current composition and overall culture which helps in comparing the racial, ethnic, and gender representation within an organization with that of the local community. Such a comparison provides a target for fostering diversity in an organization. Moreover, culture defines the personality and environment of an organization, and plays a vital role in diversity. Analyzing an organization's culture is important because it makes an organization more appealing to a various candidate. The existing organization within an organization serves as a valuable starting point for defining and shaping the desired organizational culture. This gives inclusion into an organization’s culture is a key objective for businesses aiming to increase diversity. A good move involves identifying the accommodations already made for people with diverse cultures, lifestyles, and traditions within your organization. Building all these efforts in an organization helps in actively seeking new ways to create an even more welcoming and comfortable environment for all employees (Knecht 2013).

Secondly, evaluating the executives in an organization helps in making an organization diversify. This helps an organization to do an assessment of diversity status which involves examining the representation of executives and managers within the organization. By showing diversity at all levels of hiring, an organization it can send a strong message about commitment to valuing diversity. Having diversity at the highest level in an organization serves as a powerful indicator to potential candidates from diverse backgrounds that your organization is genuinely dedicated to fostering inclusivity (Steiner & Henikoff 2015).

Thirdly, setting goals to achieve great diversity helps in boosting an organization’s diversity. An organization can set goals that should be achieved in a certain time. This involves finding strategies that are used in the hiring process. An organization can make inclusions to make a company more attractive.

Lastly, to advance an organization's diversity, it is important to update policies that bring inclusivity. Doing analysis on the existing policies that shape an organization’s culture can help boost diversity objectives. Bringing inclusion into these policies, organizations can give diverse candidates a good demonstration to accommodate individuals from various backgrounds. Inclusive organization policies not only bring satisfaction of diverse hires but also contribute to overall workforce contentment. Furthermore, implementing inclusive practices in policies such as dress code, allowing for diverse hairstyles and tattoos to make everyone feel welcome. Adopting holiday policies that respect religious and cultural observances, and demonstrating a commitment to inclusiveness creates diversity. Fair hiring practices where every candidate is treated equally, using standardized rubrics to ensure fairness, all these practices are the reason for diversity in an organization (Chubin et al., 2005)

On the other hand, organizations have experienced several challenges in developing good diversity within themselves. One of the issues that are likely to be faced is communication issues. A diverse organization brings valuable experiences, but it can also present communication challenges among team members. English may not be the first language for many team members, resulting in language barriers that hinder effective communication and mutual understanding. These communication gaps can lead to misunderstandings and inefficiencies, ultimately impacting productivity and team cohesion. Moreover, an organization that prioritizes diversity often addresses gender and age disparities, but these differences can also influence communication dynamics. Demographic variations may lead employees to use specific language styles or slang, causing potential difficulties in comprehension. For instance, female employees might adopt more polite language, refrain from using swear words, and employ tag questions, which can sometimes lead to misunderstandings with their male counterparts Barbosa & Cabral‐Cardoso 2007).

Another issue is too many opinions from employees in an organization. Diverse employees bring unique perspectives and ideas to an organization, stemming from their varied backgrounds and experiences. Their ability to approach situations in different ways contributes to driving innovation and problem-solving. However, an abundance of opinions can also hinder the decision-making process, making it challenging to reach a consensus. Among numerous ideas, innovative solutions may get overlooked, affecting productivity and timely execution of tasks. Striking a balance between encouraging diverse input and streamlining decision-making is crucial for maintaining a successful and efficient organization.

Implementing diversity may also be an issue in organizations. Achieving a diverse workforce may seem appealing but the actual implementation can present challenges. Many diversity guides exist, but there is no universal approach to diversity planning that guarantees success. The reason for this lies in the fact that diversity holds varying interpretations for different individuals and organizations. Creating a good inclusive and diverse workplace, it becomes needs strategies and initiatives that develop unique values, cultures, and perspectives of the people involved. Embracing this nuanced understanding of diversity is key to effectively fostering an environment where all individuals feel valued and respected (Patrick & Kumar 2012).

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