**Common Diversity Issues and Strategies to Make an Organization More Diverse**

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Diversity in an organization or a workplace means that individuals with different characteristics are employed. These individual differences are common diverse issues, including age, culture, gender, religion, race, and political difference. Diversity is essential in an organization because it leads to increased creativity, more significant profits, reduced turnover, better company reputation, immediate problem solving, engaged employees, and promotes innovation.

**Strategies to Make an Organization More Diverse**

One way of increasing a company's diversity is by examining its composition and culture. Diversity increases in a company by determining the current composition and culture by comparing the ethnic, racial, and gender composition of a company to that of the nearby community. The local community will provide the company with a target for the diverse demographics that the organization might want to reach. Examining the company's culture is crucial as it can provide ideas necessary to make it more attractive.

Secondly, setting goals achieves greater diversity. After examining an organization's composition and culture, plan to grow the company's diversity. The business owner can find ways of making the recruitment process fair. For instance, the business owner observed that 70% of the people in the local community are women, whereas only 20% of the company’s employees are women. The business owner can set a goal to raise that percentage to 50% by the end of a year or two.

Employing diverse individuals is another way that can increase workplace diversity. The truth is that an organization needs a diverse workplace; it must employ diverse candidates. To make this possible, the company must change the process of recruiting employees to one that will attract contestants from distinctive backgrounds, genders, races, and cultures. In addition, the company will have to post recruitment ads on different employment websites to enable different qualified candidates to see the ads and make an application. The company can also search for interns regardless of ethnic and background differences. Seeking interns from various backgrounds is advantageous to the organization as it will make them want to return and work for the company after completing their studies.

Another way to increase diversity is by encouraging team building. Building teams with people from different backgrounds will improve worker relationships and strengthen the teams.

Providing training on diversity for current employees can also make the workplace more diverse. The company should provide diversity training to its employees to enable them to value people with different cultures and political differences. Also, the company should interview the employees to provide feedback on what an organization can do to become more inclusive.

Improve the company's diversity by stressing diversity on websites and social platforms. Post photos and quotes from the company to show the public that the company acknowledges and values ethnic, gender, background, and other differences; hence, diversity becomes part of a company's brand.

Another way to improve diversity is by focusing on retention by ensuring the company retains diverse employees over time. Keeping diverse employees is one of the significant challenges in improving an organization's diversity. Keeping diverse employees can be improved by offering work promotions to employees from underrepresented backgrounds. Promote retention by pairing more experienced employees with junior ones by providing mentoring programs. This mentorship program will enable junior employees to develop relationships with other employees while gaining new skills and ideas that will attract work promotions.

Another strategy to improve an organization's diversity is by developing diverse-friendly policies. Developing diverse-friendly policies that promote diversity makes an organization inclusive.

Transformative change is another method that improves the diversity of an organization.

Transformative change for both long-term and short-term solutions covers equal opportunity agenda hence; decreasing bias in recruiting, promoting, and communication by setting up new policies in the coming future. However, the long term is considered a transformational project for a company. This strategy recognizes power and structures and aims to remove them by implementing egalitarian principles.

An example of transformational change in action is aging management; studies show that youthful employees are more adaptable, innovative, and creative than older ones (Wikimedia Foundation). Because of this reason, companies will prefer youthful workers over senior ones.

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