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

Creating a more diverse organization involves fostering inclusivity across various dimension such gender, race, ethnicity, age, sexuality orientation and abilities. Organization can achieve these by implementing inclusive hiring practice, promoting diversity in leadership roles and fostering a culture that values that values and respect differences.

**INCLUSIVE HIRING PRACTICE**

1. Unbiased recruitment

Implement blind recruitment techniques to remove unconscious biases, such as anonymizing resumes during the initial screening process.

1. Diverse interview panel.

Ensure that interview panels represent a variety of background to minimize biases in the evaluation process.

1. Target outreach

Actively engaged with diverse communities through target recruitment efforts, partnerships and initiatives

**LEADERSHIP AND PRESENTATION**

1. Diverse leadership

Promote diversity at the executive and leadership levels to set an example for the entire organization.

1. Inclusive decision-making

Encourage diverse perspectives in decision making process to avoid groupthink and promote innovation.

1. Mentorship and sponsorship

Establish mentorship and sponsorship programs to support the professional’s development of underrepresented groups.

**CULTURAL ICLUSIVE**

1. Training programs

Conduct diversity and inclusion training to raise awareness and educate employees on the importance of diverse workplace

1. Employee resource groups (ERGs)

Establish EGRs to provide supportive community for employees with common backgrounds and interest

1. Zero tolerance policies

Implement clear policies against discriminations and harassment, foresting a safe and respectful work environment.

**COMMON ISSUES IN ACHIEVING DIVERSIT**Y

Despite efforts to promote diversity organization often faces challenges that hinder progress and inclusion. Recognizing and addressing these issues is crucial for creating truly diverse and equitable workplace.

1. **UNCOUSIOUS BIAS**

Prejudices affecting decision making

Manifestation in hiring promotions and day to day interactions.

1. **Lack of representation**

Underrepresentation of certain groups in leadership roles

Limited visibility of diverse role model within the organization

1. **Macroaggressions**

Subtle, unintentional discriminatory comments or actions

Contributing to hostile or unwelcoming work environment

1. **Unequal opportunities**

Disparities in access to career advancement and development opportunities.

Uneven distribution of challenging or high profile assignments

1. **Resistance to change**

Pushback from individuals uncomfortable with diversity and initiatives

Difficulty overcoming ingrained cultural norms and biases

1. **Ineffective diversity policies**

Having policies without proper implementations

Lack of clarity on expectations and consequences for non-compliance

1. **Tokenism**

Including individuals from underrepresented groups solely from appearance

Failing to empower and involve diverse individuals in meaningful ways

**N/B**-Addressing these challenges requires a comprehensive and sustainable commitment from leadership, ongoing education and collective effort to create an inclusive culture that values and celebrates diversity.