



## *Diversity in the Workplace*



Diversity in the workplace involves openness to a variety of experiences and perspectives which arise from differences in race, culture, mental or physical abilities, heritage, age, gender, sexual orientation and other characteristics. The more diverse the workplace, the more effective it is in providing goods and services to broad ranges of the population in an efficient manner. There are several steps organizations can take to enhance and improve the diversity of their workforce.

- **Redefining the business culture-** this begins with training business ownership and management in diversity.
- **Recruitment and Hiring-** there needs to be a concentrated effort to recruit, hire and train employees from diverse backgrounds.
- **Training and Education-** training your existing workforce as well as the employees you hire, helps to develop a workplace culture of diversity.
- **Coaching and Mentoring-** develop a system within your organization that targets ways for individuals of diverse backgrounds to succeed.
- **Create shared ownership of the workplace culture-** employees need to feel they share ownership in the process and that their ideas and concerns are important.
- **Evaluate the Process-** this needs to be an ongoing process that is part of the system included in performance reviews as well as ongoing management discussions regarding the progress of the diversity program.

As businesses work to build diversity in their workforce, it is important to remember that change happens through people, and having your employees supporting diversity in the workplace is a critical factor. Keeping employees involved is a key to building a more diversified workforce.