Embracing diversity in teams, organization and society
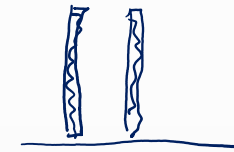

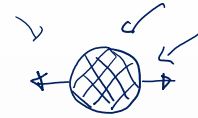Prof. Koliya Pulasinghe

Embrace

Embrace: hold (someone) closely in one's arms, especially as a sign of affection

Inclusion is a sense of belonging. Inclusive cultures make people feel respected and valued for who they are as an individual or group.

Team Diversity & Performance

What is team Diversity?

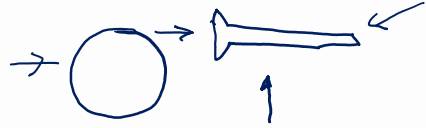Team Diversity is the significant uniqueness of each individual on a team

This includes,
- ✓Religion
- ✓Gender
- ✓Age
- ✓Race

Also
- ✓Introverts
- ✓Extroverts
- ✓Liberals
- ✓Conservatives

Religious Diversity

Religion
It will bring lot of benefits by getting
many view points in decision making.

But this is the most challenging diversity aspect to handle.
It has to be effectively managed by:
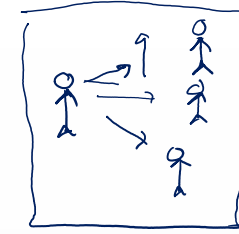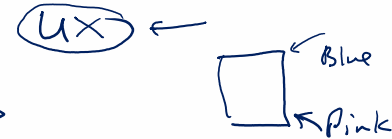   Training all employees to educate company policy
      Be fair in giving time for religious observations
      Encourage employees to accept differences
      Avoid overacting to simple things and not to tolerate serious issues

Gender Diversity

Gender

- Gender Diversity offers many benefits such as:
  - Widen organization's (team's) talent pool
  - Bring multiple perspectives
  - Enhanced collaboration
  - Improve staff retention
  - Better understand customer needs
  - Improve organization's (team's) reputation
- Gender communication issues can strongly affect team interactions.
- Gender communication issues can range from communication styles and perceptions, opportunities and even sexual harassment.

Age Diversity in a Team

- Age Diversity

- Brings different mindsets, increase flexibility of team members, decisions are well rounded because of diversity in opinions, Mutually get trained, strengthen new ideas and fast execution, work-life balance

Generation Alpha	2013		2025
Generation Z	1997	Cell phones. TV ← YouTube	2012
Millennials	1981		1996
Generation X	1965		1980

IMPORTANCE OF OLD WORKERS

1. Dedicated ←
2. Punctuality ←
3. Honesty ←
4. Detail-oriented,
5. Good listeners
6. Pride in a job
7. Organizational skills
8. Efficiency
9. Maturity
10. Communication skills

Why need young people

- ## New energy and perspective

Young employees can bring fresh perspective and a different way of thinking to your business.

- ## Workforce development

They have just come out of school or tertiary education they will still retain a mindset that will help them absorb training more readily.

- ## Affordability

More often than not, wages for a young employee are less expensive than those for an older more experienced worker.

https://chessemployment.com.au/5-benefits-hiring-young-people/

Why need young people

- Tech advancement & early adoption

Millennials have grown up around technology. Their natural affinity for tech and their ability to apply and understand different technologies quickly sets them apart from other generations in the workforce.

- Adaptability & agility

When unexpected circumstances arise, younger people are better equipped to respond to sudden change . – Science Daily, 2011 .

Culture

Culture

- Culture refers to the standards of social interaction, value and beliefs from a given group of people.
- Cultural issues can affect team interactions through different understandings of communication or family and can appear to be an excuse for preferential treatment.

Race and Disabilities

Race

- Race is defined as a group of people, often of a common geographic origin, that share genetically transmitted physical characteristics. Racism is the belief that these inherited characteristics affect an individual's behavior or abilities.

Disabilities

- Differences in ability often create difficulties in communication and emotional interactions. Whether it is a deaf individual not being able to communicate with hearing individuals, or a hearing individual being unsure of how to approach a deaf individual, disabilities present a variety of issues in team organizations

Benefits of Diversity in the Workplace

Here are a few of the top benefits or diversity in the workplace.

1) Talents, skills and experiences.

2) It creates innovation.

3) Language skills can open doors for a business.

4) It grows your talent pool.

5) Improves employee performance.

Challenges of Diversity in the Workplace

- Discrimination
- Stereotyping and preconception
- High turnover rate
- Absenteeism
- Conflicts in team members
- Increase tension
- Productivity Decrease

Discrimination

- Discrimination means treating a person unfairly because of who they are or because they possess certain characteristics.

  - Age
  - Gender
  - Race
  - Disability
  - Religion
  - Pregnancy and maternity
  - Sexual orientation
  - Gender reassignment
  - Marriage and civil partnership

Sorry, but we we don't allow people like you.

REJECTED

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WHAT IS STEREOTYPING?

Stereotyping is defined as an "oversimplified, usually pejorative, attitude people hold toward those outside one's own experience who are different."

A stereotype is simply a widely held belief that an individual is a member of a certain group based on characteristics.

Stereotypes are functional: As audience members we are bombarded with much more information than we can process.

Stereotypes are results of selectivity in social perception: We tend to see what we expect to see

Prejudice: This is the most influential factor in stereotyping. Our perceptions are highly subjective, and many people subscribe to derogatory descriptions of ethnic groups.

How to overcome diversity Issues:

- Planning and Implementation
  - Business managers, must be able to plan and execute a diversity plan. This involves mapping out a way to create an appreciation for diversity in all employees in your office.

- Conflict Resolution Skills
  - An essential tool to managing workplace diversity is the ability to handle conflict. Disagreements that arise because of cultural differences must be handled promptly and swiftly as to not decrease productivity in the workplace.

- Communication
  - Good communication is one of the best ways to manage diversity in the workplace. Encourage your employees to share concerns as they arise. Every employee should feel equally important to the company.

Exercise:

- Analyze your team based on factors like:
  - Gender
  - Religious belief
  - Those who attended to mixed schools, Girls/Boys schools
  - From Western Province, Outside
- Discuss how you can get those differences for the benefit of project's success
- Write a reflective journal about one of the diversity experience or issue, you faced with your project team or in your life   *07th September.*
- Submit your assignment as a PDF on or before midnight 31st August, 2021.