

## Case Study

You have just been employed as a HR manager in ABC Company. As an organisation, ABC Company has embedded diversity into its charter as is indicated by company diversity policy, but neither company mission nor the current operational plan contain any detail for implementation of the diversity policy. The current diversity policy has not been updated for 4 years. According to your database, more and more international staff members joined ABC Company. Now, ABC believes that diversity has the benefits below:

- better business performance and higher employee productivity
- an increase in creative thinking and innovation
- improved staff health and wellbeing as a result of a culturally safe environment
- lower risk of discrimination and harassment in the workplace
- a culture that accepts difference
- an environment that supports the health and well-being of workers
- increased levels of employee satisfaction, therefore higher productivity and less attrition
- Respect and appreciation of all employees, regardless of their backgrounds (without regard to gender, age, sexuality, race, nationality, family circumstances, marital status, disability, religion, political preference, trade unionism or any other classification protected by applicable law), is integral to creating a collaborative workplace culture, competitive advantage in a global environment and, ultimately, sustainable business success.

Your CEO developed your position description with an emphasis on transforming the mission statement and diversity policy into a plan for implementation. You need to complete the tasks below.

1. Why should ABC analyse existing practices in relation to diversity
2. Explain the benefits of diversity in ABC and how diversity relates to achievement of business objectives.
3. Why might it be a good idea to access and review diversity policies from organisations that are similar to the ABC?
4. What other sources of information might be useful? List 2 sources and briefly describe the information that might be collected from these sources

5. Who should be consulted and involved in the development/ amendment/ improvement of diversity policies for ABC and why?

6. Note and describe the steps that would be followed, after the initial research phase, to prepare a diversity policy. You also need to have your diversity policy ready and develop an action plan for the policy.

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