

diversity in the workplace and inclusivity

LEARNING CIRCLE ASSIGNMENT #1



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# What is workplace diversity?

* It is a workplace with a wide variety people of all ages, genders, ethnicities, different backgrounds, religions, across all the generations.

# How do you define an inclusive workplace?

* It does not discriminate; The people are diverse. It is not bias towards any group of people. The workplace is accepting and open-minded. It ensures that everyone is included.

# How is diversity different from employment equity?

* Employment equity is narrower and has 4 divisions, aboriginal, women, persons with disabilities, and members of visible minority, whereas diversity is broader and can be divided into age groups, genders, ethnicities, different backgrounds, and religions.

# How does cultural values and lifestyle preferences influence people in the workplace? Are there challenges?

* One example of this is with the diet of different cultures, some people have restrictions with their food (not eating pork, being vegetarian, being pescatarian, allergies). When there are parties and gatherings, the workplace must take these diets into account.
* Another example is with people that practice Islam, they have to adhere to prayer times and fasting which can affect the time they spend at work. This can be a challenge but can easily be resolved with understanding and respect of their religion and practice.
* Not everyone can be accepting of everyone’s lifestyles. Some people can be close minded which allow for challenges.

# Many organizations make statements supporting workforce diversity in the workplace - research a few organizations and be prepared to discuss.

* Crayola
  + *“At Crayola, we are committed to Diversity and Inclusion. Diversity is an integral part of Crayola’s mission to help parents and educators raise creatively alive kids. A diverse workforce provides a broad spectrum of ideas and perspectives and enables us to be innovative and understand our consumers better. We strive to create products that appeal to people around the world. It is about every employee sharing their unique perspective, viewpoint, background, and life experiences to make Crayola the best it can be.*

*We are committed to ensuring our work environment respects and includes all forms of diversity—race, gender, sexual orientation, disability, veteran status—recognizing the unique contributions of all employees. Respect for all individuals is central to the company’s values.”* (Crayola, n.d.)

* + We appreciate the fact that Crayola considers the different perspectives of their employees, and that they encourage innovation. They acknowledge the importance of workplace diversity and it’s benefits. It is also admirable that they aim to appeal to different people around the world.
* PepsiCo
  + *“At PepsiCo, we recognize that supporting diversity and engagement is not only the right thing to do, it is the right thing to do for our business. This commitment is woven into our values and our guiding philosophy of Winning with Purpose vision, which recognizes that our company is strongest when we are a company of opportunity that embraces the full spectrum of humanity. That means both building a more diverse, more inclusive workplace, and promoting what we call courageous engagement in our company and the communities we serve.*

*PepsiCo’s commitment to Diversity & Engagement comes to life in the 2018 Diversity Report: PepsiCo’s Position. The report highlights examples and initiatives that advance diversity.”* (PepsiCo, n.d.)

* + PepsiCo’s Winning with Purpose vision contains the mission and vision for their company. Their mission is actually interesting because it says, “Create more smiles with every sip and every bite.” We love that they have integrated what their company is all about to their mission.
* Marriott International
  + *“Since 1927, Marriott has valued diversity and inclusion. With our foundation built upon the wellbeing and happiness of our associates, embracing differences is critical to our success as the largest hospitality company with an ever growing global portfolio. Diversity and inclusion is fundamental to our core values and strategic business goals. Taking care of people and putting their wellbeing above all else is in our Company’s DNA and our most precious cultural inheritance. Marriott has identified three pillars of associate wellbeing: We all need to feel good about ourselves, the workplace, and about our company’s role in society. This the foundation of our TakeCare Movement which will continue to drive our commitment to always put people first and ensure our cultural legacy is kept vibrant for generations to come.”* (Marriott International, n.d.)
  + Marriott’s TakeCare Movement is quite interesting and we wonder how that compares to other organizations’ movements (like PepsiCo’s Winning with Purpose Vision)
  + The Marriott offers a TakeCare certification program, it used to only be offered to Marriot managed properties but now is available to outside organizations. The certification questions and recognizes organizations with different awards; Silver, Gold, Platinum, and Titanium. The organizations are given a certification level based on their score and questions various different things including asking if the organization promotes tools and resources to educate and support a diverse and inclusive culture.

# Why is workforce diversity important, yet so difficult to achieve?

* Workforce diversity can be difficult to achieve as there are many different groups of people and some people hold an inherent bias and not be as accepting. This makes things difficult as you cannot force people to be accepting if they are set in their ways. Workplace diversity can create tension sometimes as it challenges people to think outside of their bubble and from different perspectives.
* There may be a good foundation for a diversity plan but over time corporate could make changes to it which cause it to fail.[[1]](#footnote-2)

# Read a recent news article on workforce diversity and inclusive workplaces and be prepared to share the main themes from the articles.

* Cherish Browne
  + Article: 4 Steps to Demonstrate Your Commitment to Diversity
  + Referenced from: (Dixon, 2021)
  + Main themes: Diversity progress in tech, why diversity initiatives fail at times, diversity, steps to take to ‘burst tech’s bubble’
* Jamie Lu
  + Article: The lack of diversity in Canadian media is ‘hard to ignore’ – and the numbers prove it, by Meghan Collie
  + Referenced from: (Collie, 2019)
  + Main themes: Women, Canadian media, diversity, women of colour, indigenous women,
* Jack O’Halloran
  + Article: Diversity and Inclusion in the Workplace: Trends for 2021
  + Referenced from: (Carter-White, 2021)
  + Main themes: Diversity trends, inclusion initiatives, corporate transparency

# References

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1. Referenced from (RSM Discovery, 2018) [↑](#footnote-ref-2)