To: Engineering Communications

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Subject: Workplace Diversity - Professional Development

Variety of age, culture, education, gender, function, regional origin, and more contribute to the differences between coworkers in a given business today. Valuing diversity is recognizing that other perspectives can help solve problems. Managing diversity is valuable because it means that an employer will get the most out of its employees. Diversity management has been surging in response to the critical skills shortages currently being experienced in the United States. This is because employers plainly see better results from more diverse teams. Decreased complaints and litigation is another beneficial aspect of diversity management. Prejudice exists in most people without them even being cognizant of it. This prejudice can lead to unequal hiring and management practices which can then lead to litigation if not addressed. Diversity management should recognize that prejudice exists and combat it rather than ignore it. A clear signal of commitment to diversity can be important for a company to emit. If there is continuous commitment to diversity and equality on the side of the company, individual employees can feel more comfortable committing themselves to those topics. International business meetings can be a great opportunity for business people to develop diversity acceptance and learn about new cultures and people. Keeper interviews can be used to enhance a company or team by learning about an employee’s needs. These are more effective than exit interviews because managers do not want to lose good workers if they can help it. Enriched business decisions can be reached by actively managing a diverse workforce. Capitalizing on diversity is the key to an equal and effecitve workplace.