

To what extent do you agree or disagree with diversity and inclusion in the workplace?

I agree fundamentally for a business to grow and succeed in today's climate. That diversity and inclusion in the workplace should always be made an important objective. Diversity can mean two things the composition of workgroups or demographic differences. Our workplaces should show our diversity our age, cultural, gender, religious and levels of abilities as this is what makes up the workforce. Having diversity within our workplaces is now seen as important in a company's success. It can no longer be an afterthought.

"Initially, the business case for diversity was built on the assumption that women and minorities would outnumber the traditional „white" male worker, and since this was a foreseeable future, businesses were left with no choice but to learn to manage a diverse workforce"

This led to the creation of

US Civil Rights Act of 1964, affirmative action and equal employment opportunity

This then meant the focus changed from the equal right to include those of other demographical differences. Proving furthermore that diversity in the workplace is needed to move a business forward. There has been lots of research into this question and there are differences in opinion

Some argue that when diversity efforts focus more on visual identities such as race, gender, age, or disability, without addressing hidden identities emergent from differences in values, beliefs, attitudes, cultures or needs, it may hinder development of inclusive cultures by overemphasizing differences rather than commonalities.

While there are some very real reasons for diversity some may say it is a must do thing for fairness and equality. I would argue that without having opinions from all ranges of societal demographics how can we understand to begin the task of moving forward when trying to improve firstly inclusivity and diversity and secondly reflecting our business needs

Inclusion this focuses more of one's feelings of involvement to feel respected and to feel your being treated regardless of your race, gender, age, ability, religious beliefs and to feel part of a team is so important in making a team work this really should be the goal of any business to make sure the workforce is diverse and reflecting society and communities while making sure that everyone is included and feels like that.

"Inclusion is viewed both as a process and a condition Defined as „an active process of change or integration, as well an outcome, such as a feeling of belonging"

Creating a working environment that is inclusive must go further than diversity training and other methods. New ways of assessing diversity and inclusivity needs need to be created. Ways in which solve problems and create solutions that work across the board for all their workforce on all levels of diversity and inclusivity needs

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