

Diversity in the workplace

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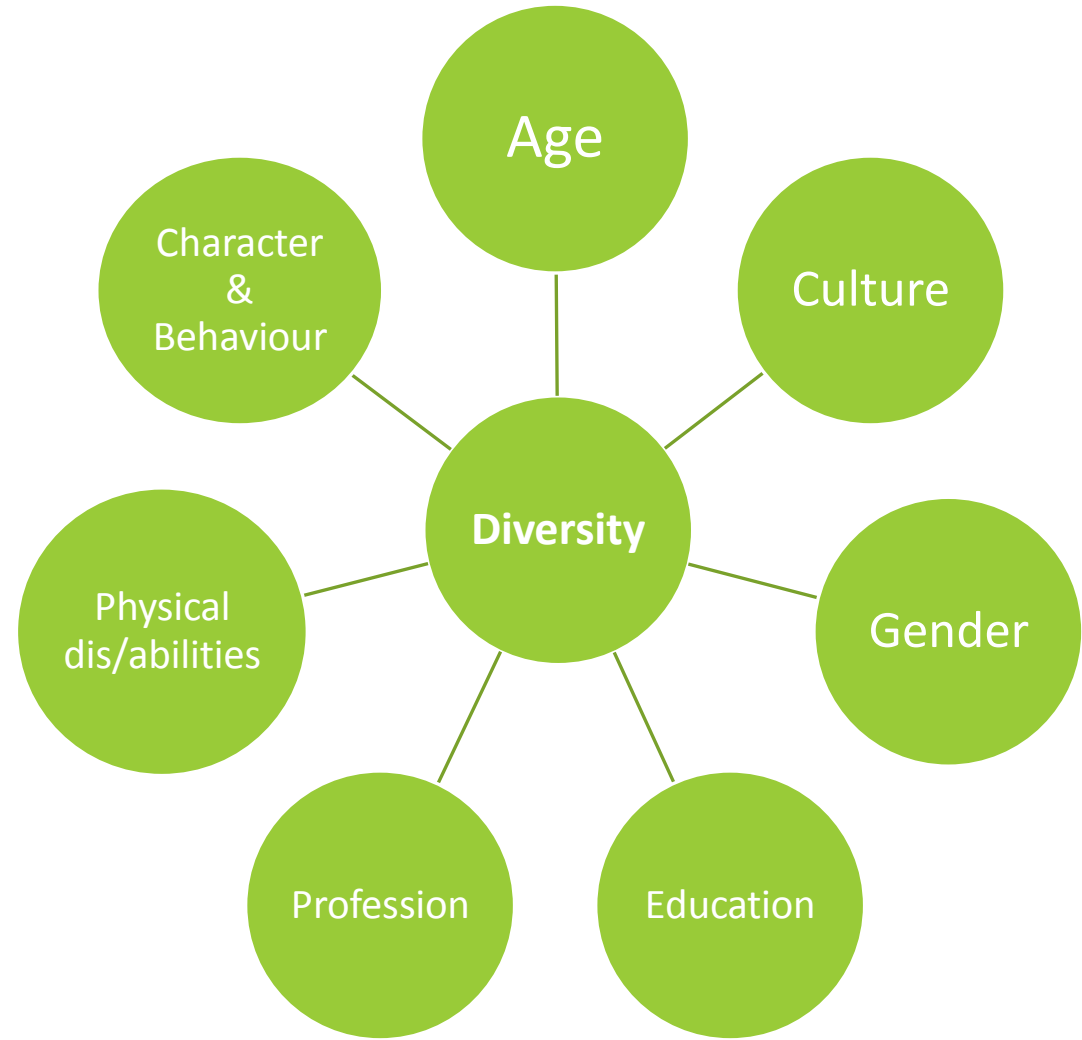
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Definition

Similarities and differences among employees in terms of age, cultural background, physical abilities and disabilities, race, religion, sex, and sexual orientation.

Types of Diversity



Benefits (1)

- ❖ Creativity
- ❖ Strong teams
- ❖ Adaptiveness to change
- ❖ Better communication
- ❖ Personal learning and growth
- ❖ Good reputation

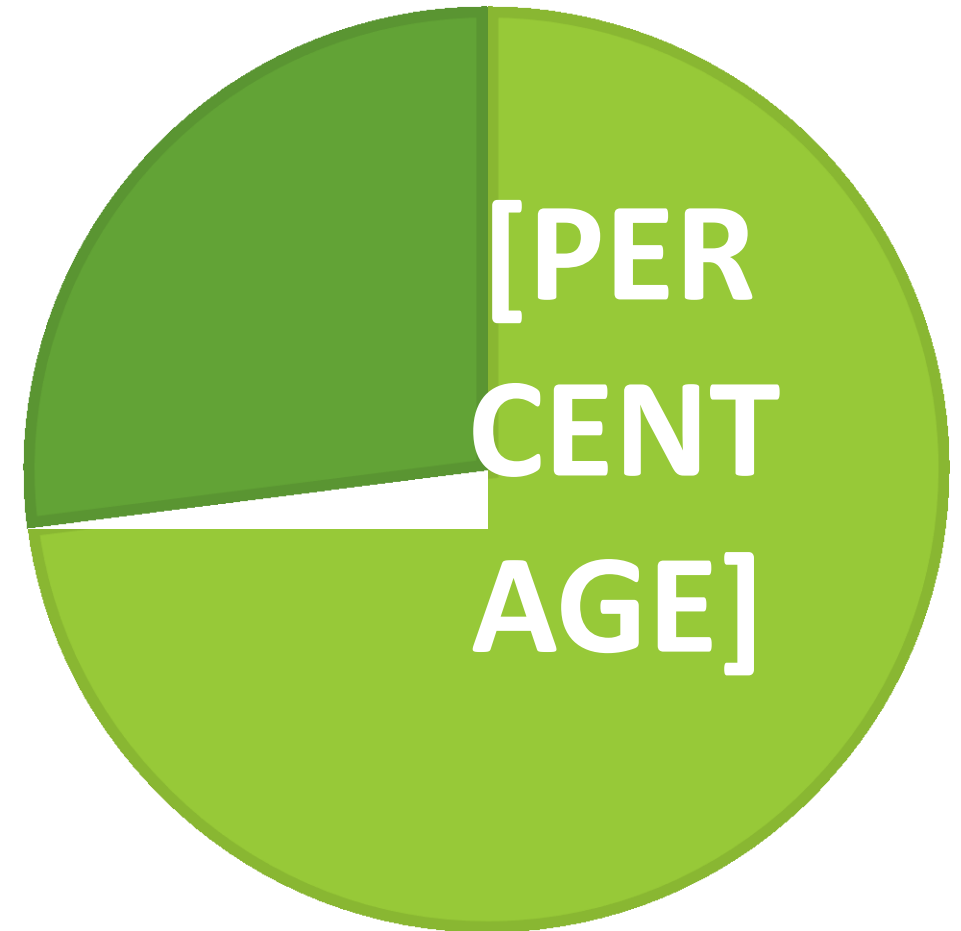
Benefits (2)

❖ Fostering innovation and problem-solving skills

”Diversity can contribute to more effective decision-making and problem-solving by providing a range of perspectives,”
- HR Council for the Nonprofit Sector

2010 HR COUNCIL EMPLOYER SURVEY

■ Respondants, who think diversity enhance innovation and creativity



Drawbacks

- ❖ Communication issues
- ❖ Integration
- ❖ Discrimination issues
- ❖ It may disrupt the traditions of the company

Diversity in companies

MORE DIVERSE FIELDS:

- Marketing
- Consulting
- Sales

LESS DIVERSE FIELDS:

- Manufacture
- Law
- IT

Most diverse companies 2017 (DiversityInc)

1. EY
2. Kaiser Permanente
3. AT&T
4. PwC
5. Johnson & Johnson
6. Sodexo
7. Mastercard

Conclusion and foresight

- ❖ Diversity is very beneficial
- ❖ It is crucial for creative processes and innovation
- ❖ Diversity is constantly growing

“By the year 2050, annual increases will exceed 42 million people per year and total population will have doubled to 2.4 billion, according to the UN. This comes to 3.5 million more people per month, or 80 additional people per minute.”

Sources

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Thank you for your attention!

