

Diversity at Work



10 Reasons Why Diversity Works

VOLUME 1, ISSUE 1, MARCH 2014

10. Develop and maintain a positive public image. Offering services and/or products to diverse communities, your organization will stand out as a leader in your field which can translate into positive media attention.

9. Avoid discrimination-based legal action. Recognizing and embracing diversity in the workplace can limit the likelihood of lawsuits alleging discrimination. Lawsuits are expensive in attendant losses in productivity, settlement consequences and a tarnished reputation.

8. Create a healthier work environment. Effective diversity management can result in an accommodating and supportive work environment that recognizes the benefits of individual differences.

7. Innovative problem solving. Differences among team members contribute a variety of perspectives from different cultural backgrounds, ages, religions, genders and abilities.

6. Enhanced productivity. Homogeneous teams are less likely to produce creative, innovative solutions. With a diverse workforce that includes individuals of different ages, genders, sexual orientation, abilities, and cultural backgrounds, will overcome challenges through their wealth of experiences and perspectives.

5. Save money. Capitalize on the talents within your workforce and reduce employee turnover by learning to manage and maximize diversity in your workplace.

4. Support your local community and economy. Demonstrate your organization's commitment to the local economy by hiring men and women of different ethnicities of various ages and with varying abilities, from within your local community.

3. Develop and maintain a global competitive advantage. Cross-culturally trained and multi-lingual staff will give your business a clear advantage to operate in today's global market.

2. Decrease or eliminate barriers to sales. A diverse workforce has expert knowledge of the communities it represents and can help your organization expand beyond traditional markets and customers.

1. Fill job vacancies. Hiring from diverse groups can help you avoid a labor shortage by creating a larger pool of candidates from which to draw.

Articles: <http://www.yourdiversityatwork.com/diversity/>
<http://ucsfhr.ucsf.edu/index.php/pubs/hrguidearticle/chapter-12-managing-diversity-in-the-workplace/#681>

Consequences of Ignoring Diversity

Ignoring diversity issues costs time, money, and efficiency. Some of the consequences can include unhealthy tensions; loss of productivity because of increased conflict; inability to attract and retain talented people of all kinds; complaints and legal actions; and inability to retain valuable employees, resulting in lost investments in recruitment and training.

Your Role

You have a key role in transforming the organizational culture so that it more closely reflects the values of our diverse workforce. Some of the skills needed are:

- an understanding and acceptance of managing diversity concepts
- recognition that diversity is threaded through every aspect of management
- self-awareness, in terms of understanding your own culture, identity, biases, prejudices, and stereotypes
- willingness to challenge and change institutional practices that present barriers to different groups

PRESENTED BY: GPSHRM DIVERSITY COMMITTEE

Questions or comments? Email us at jwells@accustaff.com or call 850-477-9915



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For more information please contact Sammy Wann at
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