

Diversity and inclusiveness essays example

[Sociology](#), [Racism](#)



Recently in the news, it has been revealed that racism in the Australian workplaces and businesses is still a prevalent matter that needs urgent addressing. There are more than 90% study respondents that report an attitude of racism in businesses (Redrup, 2014). A study by the Australian Diversity Council revealed that, among the diversity issues affecting companies and businesses in the Australian market, racism was the most noted. However, despite the increased percentage in the rates of racism, gender diversity, life and work initiatives as well as indigenous employment are still viewed as the more significant in the Australian markets. The same study ranked the diversity in gender as the more significant matters that need addressing even as cultural diversity received 13% of the key priority points (Redrup, 2014). Identification of racism as a menace in the work place only means that it is still an issue that employees and managers consider during their day to day running of the businesses. The problems apparent in this situation are lack of a diversified working culture and life. The challenges here are mostly changing the mindsets of both managers and employees so that the issues seen above are no more important than cohesion and working together of employees and the management for better productivity (Redrup, 2014). The opportunity presented by this case is that if a business would be aware of the diverse nature of every individual in its workforce, then it would be able to make use of the differences in personality and volatility in order to move forward and utilize this as a resource.

When a business has employees from a number of backgrounds and experiences, then there is diversity in the work place. A successful business views diversity in its workforce as a good investment in its quest for growth

and expansion (Knippenberg et al., 2004). Respect and acceptance are the key concepts included in the culture of diversity. This means acknowledging the fact that every person is different and realizing the uniqueness of every person. The differences are mainly in the lines of ethnicity, race, sexual orientation, gender, age, socio-economic status, religious or political beliefs, physical abilities and other differences. Exploring these differences in a positive yet safe surrounding that fosters diversity. Diversity is all about understanding one another beyond tolerance so that one moves on to embrace and celebrate the rich culture of diversity that is contributed by every person. Even if diversity may pose certain issues to the management and fellow employees in a business or company, it is well to remember that without the differences in personality and background then there would be monotony of thoughts and behavior (Knippenberg et al., 2004). In order to be productive through diversity, the Australian companies should embrace diversity instead of going by the usual stereotypes.

The issues of racism for example should not even appear in this century as it has been proven that all men are equal and given a fair chance, every individual (regardless of race) is capable of performing better. Education should be provided in the workplace to help integrate this into peoples' minds. A diverse workforce should be able to make and sustain a positive environment for working where every opinion is valid and the differences are embraced. Such improvements in the Australian businesses would make up an ideal inclusive organizational culture that is aware of all the diversity in the workforce and yet uses this as the strength instead of a situation to create quarrels. Creating an inclusive organizational culture in the Australian

workforce will serve to increase productivity and utilization of diverse ideas held by other individuals. A good mentoring plan for the education program as suggested will go a long way to ensuring the culture is fully embraced in the near future. The Australian authorities and the business society could create awareness campaigns and additionally provide rewards for the most inclusive organization through incentives like tax exemptions that would cause more managers and employees to embrace the issue of diversity rather than ignore it altogether.

In conclusion, any successful business views and acknowledges diversity in its workforce as a good investment in its quest for growth and expansion. Respect and acceptance are the key concepts included in the culture of diversity. This means acknowledging the fact that every person is different and realizing the uniqueness of every person. The differences are mainly in the lines of ethnicity, race, sexual orientation, gender, age, socio-economic status, religious or political beliefs, physical abilities and other differences. Exploring these differences in a positive yet safe surrounding that fosters diversity. For a manager to be seen as successful, the business they are in charge of must show an inclusiveness culture that is diverse and takes no part in acts of discrimination on any manner ranging from racism to sexism or even religious or political differences (Kahlenberg, 2005). Coming up with an education program and awareness campaigns that aim at elimination of discriminatory vices in the Australian workplaces will be a central step in the direction of positive change. It is important to embrace diversity as it serves to bring more ideas and cohesion in the society.

References

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