

Free report about strategies to promote gender diversity within an organization

[Business](#), [Management](#)



Research have shown that high levels of gender diversity in the workplace fosters a more inclusive workforce which experiences higher levels of tangible results than one gender oriented workforce. While companies tend to strive in recruiting talents from diverse ethnic and age groups, most of the companies tend to overlook gender diversity. (Ferraro, 2011). The gap in the employments rates between the two genders is widening, and affirmative action's should be taken to address this worrying trend in the companies. Increasing gender diversity should be viewed as a strategy for the benefit of the company in contribution of the common goal of business performance in an organization. Fortunately, there are formidable steps that organizations can enact to improve the gender diversity.

Organizations should develop policies and procedures that provide equal opportunities in trainings and developments to both genders. The policies adopted should aim to improve the organizations inclusivity of the minority gender in the leadership hierarchical systems. The policies should outline the planning and organizational strategies of the organization addressing in the importance of accessing all available skills in the labour market. Organization should also enact training policies that allow the minority group to access the training and development opportunities such as skills audit and linked performance appraisals. (Ferraro, 2011)The in equalities that may be experienced by any gender should be identified, such as language difficulties or disabilities. The training modules and programs should accommodate the experience gained outside the organization and beyond the previous job performances or the academic transcripts. Training and developments decisions made by the managers should take into account the opportunities

and the processes to provide equity in accessing them to both genders.

Organizations should develop and nurture high potential and skillful employees. These can be achieved through coaching and mentoring young employees by the senior and experienced employees. Mentors should follow up the young employees to help them in gaining experience and career development. Getting an on-the-job experience helps them a lot in functional and line management positions. The minority gender should be encouraged to take up careers in the in non-traditional areas considered to belong to a gender dominant group. (Sreeradha Basu, 2013). These will increase their opportunities and showcase their skills and expertise hence balancing the gender in the organization. Minority groups should be encouraged to take up courses that traditionally have been set aside for the dominant group.

The organization should recognize that not employees are destined to progress in the specific organization. The up or out policy should not be implemented to ensure that the programs should accommodate those people who opt for another organizational structure. This preference should not affect the performance of those employees in their current roles or their overall contribution to the organization. Internal and external development trainings, through seminars, workshops and ideas exchange programs can go a long way in improving careers and development. (Ferraro, 2011). These trainings are helpful in bridging the gaps identified in the skills audits.

Organizations should support their employee's quest to skills improvement efforts by providing financial helps or any other form of help. The managers should be held accountable for developing both male and female employees through performance appraisal remuneration programs and bonus systems.

This is not only a welfare pact for the employees but will ensure a continuous flow and supply of skilled and experienced workforce to the organization in the future.

Communication of training and development opportunities available should be advertised widely especially to the gender minority group. Managers should communicate the company's commitment to managing the diversity through induction forums. The discussion should address diversity management in the employees and managers in the organization to ensure an equal playing field to minority gender groups. (Sreeradha Basu, 2013) The training and development policies should publicized widely within the organization and also ensure that both male and female genders access the information easily. The information should be disseminated to all the employees working, and those on leave to ensure all get the training opportunities. Organizations should encourage a culture of a nondiscriminatory allocation of these opportunities to employees and managers should lead by example to promote equal opportunity in training and development. Communication should be translated into other languages that all employees can understand well.

Employers should enhance access to training and career development to employees with family responsibilities by providing trainings while working hours or any other appropriate time for them. Employees with family duties find it hard to create time for their personal career growth and development due to these responsibilities. (Workplace Gender equality Agency, 2013). The management should draft ways to support them in the quest for the skills perfection. The management may opt to pay for children care costs if the

responsibilities are obstructing their attendance to training programs outside the normal working hours. Training can also be carried out on-line to ensure these employees access the training programs at comfort of their homes and also allow those employees on leave to participate in this programs.

The management should ensure that all employees have career progress plans with their managers and supervisors that include annual training program plan. These training programs should be part of performance reviews, promotions and contract negotiations. The managers should be trained on the objective and effective use of these reviews for both men and women to avoid negative backlashes especially when giving negative performance contracts. (Workplace Gender equality Agency, 2013). Different modes of trainings should be offered to the employees such as the on-the-job rotation, e-learning and coaching. These will create diverse skills and diversify the career options to the minority gender group. The training provided should aim to help the employees appreciate the diversity in an organization. These will enhance teamwork, interpersonal skills and conflict resolutions.

High potential employees should be supported in all the ways possible to reap the maximum from them. Mentorship will guide them to unleash their potential for the common good of the organization. The managers should be assigned roles to mentor and guide the employees in new assignments and act as role models for women in trainings. The management should support women networks and groups which are interaction forums meant to offer mentorship to the young women in their employment. Organizations should . invite high-profile mentors to offer training to these young employees during

these forums. Skills auditors help the organizations to identify high potential employees which are worth investing on through special trainings and developments courses.

. In conclusion, organizations should appreciate strategies that promote gender diversity in workplaces for the benefit of the organization. It's only through diversity that special skills and capabilities can be tapped in an organization. To achieve these, the company training and development should aim for gender balance to enhance in order to attain much from the training and development.

References

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