

Discussion-Diversity

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Disconnect between diversity initiatives and inclusive outcome

Diversity initiatives often fail in inclusive outcomes due to resistance, which can be caused by different things, (Puritty et al.,2017). For instance, in an institution, employees who do not believe change can be effective may leave some employees feeling victimized and isolated from their overall delivery. Furthermore, improper implementation of the proposed diversity may result in an ineffective inclusive outcome. Institutions need to comprehend proposed workshops in line with proposed company diversity goals (Puritty et al.,2017). Thus, the need to have mentorship and sponsorship programs that advocate the importance of employees picking more of their similarities when involved in particular projects in place of their differences addresses these projects. Unfortunate institutions already with poor implementations on diversity are likely to be affected by lack of consistency. An institution that desires to be diverse in its operation needs to be consistent in its training and ensure the employees are well integrated into the proposed diversity activities (Puritty et al.,2017). As earlier identified, resistance is the primary concern for employees' diversity, thus with consistent diversity label in the company operations may put off some employees. An effective way to drop the diversity label is to introduce a creative brand for the diversity program to reduce resistance among the workforce.

Misconceptions about diversity

Team diversity has become a regular part of everyday organization functionality. Nevertheless, there are three misconceptions regarding diversity that result to harm for institutions. First, despite the presence of research on how diverse teams likely to be effective, there are beliefs diverse teams are less effective than teams due to the identified difference. Individuals opt to work with persons who share many similarities that may not yield the desired results based on the objectives, (Jørgensen & Olsen, 2020). Besides, diverse

teams are recognized to results in a lot of time wasted as teams get comfortable operating together, which may delay the delivery of objectives. Second, managing a diverse team is difficult. Indeed, unless one is a good manager managing a diverse team can be an uphill task. But it is not impossible to manage a diverse team with proper communication channels and the right approach to deal with the highlighted differences to achieve the desired results. Third, generational gaps result in less delivery of objectives. Millennials are the majority at the workplace. This has changed the work culture; with a misconception, generation gaps will result in less work done, resulting in some isolated workers (Jørgensen & Olsen, 2020). Indeed, different generations perceive to undertake work in a particular manner, but that does not mean it is impossible to have a team comprised of different generations.

Holmes believes

The primary reason people and institutions get it wrong concerning diversity is the preference to consider the differences more significant than similarities. Thus, this results in most people considering themselves not to have as much common in different activities. The disadvantage of focusing on the differences it robs people and institutions from taking the opportunity to connect (Holmes, 2005). The failure to interact on different activities that emphasize similarities results in rifts in the institutions and delays in delivering assigned tasks and responsibilities. Besides, diversity often creates affinity bias where humans are tempted to gravitate towards what they perceive as familiar and comfortable. It often results in alienation from interaction with persons considered not to have much in common. The grave concern with affinity bias results in preference to recruit and function with only person comfortable instead of people who are significantly different (Holmes, 2005). Eventually, the institutions' desired diversity is lost, and it is worse in employment when seeking to make decisions that require collaboration among employees. A responsible individual opts to only interact with a handful of employees he or she considers appropriate for that scenario.

Personal Opinion

I agree with Holmes diversity is integral for institutions to attain different organizational objectives in a given timeline. Nevertheless, the constant debate on what constitutes diversity is what primarily drags many institutions from effective collaboration among their teams (Holmes, 2005). For instance, few companies undertake the needed workshops to emphasize teamwork spirit among the employees. For a truly diverse team, member's needs need to portray three features. First, the team members need to be smart in dealing with people and developing different social relationships. Social relationships determine how comfortable the majority of the employees regard the workplace. Second, teams need to be humble and willing to listen and understand their peers; humility results in more tolerance with mistakes and willingness to help each other in different projects. Diverse teams ready to help each other often recognize the similarities among members and their ability to work together compared to the prevailing differences among the team members. Third, teams need to be passionate about their tasks. Passion is one diversity feature that allows teams to attain beyond the prescribed roles and responsibility on respective duties.

In summary, both individuals and institutions have the opportunity to take advantage of diversity. But with the perceived misconceptions of diversity results in failure to attain desires inclusive outcomes. As emphasized by Holmes, the definite way to deal with diversity in institutions is to acknowledge the similarities between the individuals instead of focusing on the differences, which further makes the relations estranged. For proper team diversity to be attained, it is integral for the teams to portray passion, be socially smart when developing relationships, and be humble with peers.

References

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