

Examples of Cultural insight essays

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The Importance Of Cultural Diversity In The Workplace

790 Words • 4 Pages

The Importance of Cultural Diversity

Cultural diversity is defined as “The existence of a variety of cultural or ethnic groups within a society” (Oxford, 2017). Within the workplace there have been a trend towards promoting diversity by maintaining a workforce with workers differ in area such as race, sexual orientation, age, and gender. This is often times a daunting and difficult task for management. Effective communication can be challenging for diverse groups. Language barriers for example may cause confusion leading to conflict. Another risk to implementing diversity in the workplace is that some employees feel that individuals may have gained their respective position unjustly. Conversely, differing employees may feel out of place and not assimilate well with the rest of the group (Kirby & Richard, 2000). Promoting cultural diversity is not just relegate to the hiring of diverse individuals; rather the organization must also seek to create and maintain policies, procedures, training, and even incentives to truly cultivate a positive culturally diverse environment (Patrick and Kumar 2012). With all the time, money, and effort necessary to create and maintain a diverse work environment,

Example two

Diversity Management System Essay

1260 Words 6 Pages

Diversity is a term that we can all relate to in some way or another. The term diversity represents the multitude of individual differences that make people different from and similar to each other, (Kinicki&Kreitner, 2009). Although some people view diversity as an issue of age, race, gender, religion, or sexual preference, it is actually much more than that. It actually pertains to the differences that make each individual special or unique and this is why it becomes important to learn how to interact and grow with one another. In order for this to take place in the workplace, establishing a strong diversity management program is essential to the success of any organization. One company in

particular that has created and...*show more content...*

(Q1) Despite all of the injustice and discrimination in the past, Xerox has made it their vision to see that no person will ever be faced with this type of barrier again. Each person will be respected and recognized for the quality of work they put into the organization and have an equal opportunity to advance within. This is clearly defined in Xerox's Diversity Statement (2011), Xerox is committed to equal opportunity of employment and all employment decisions are based on merit, qualifications, and abilities.

(Q2) This behavior that Xerox has adopted has opened many doors over the years and given many people the inspiration they need to reach for bigger opportunities. Xerox values their stand on diversity so much that they have twenty years of success in their supplier diversity program. In 1985 Xerox had only one guy in charge of investigating how much money the organization was spending with companies that were ran by minorities and women. Today, Xerox employs a fully staffed department to oversee this operation. In 2005, Xerox spent almost \$250 million in one year with minority and women owned business with a plan to increase this number by ten percent and since 1985 has purchased more than five billion in supplies and services from minorities and women, (M2PressWIRE, 2005). This is a tremendous step for diversity management and has also opened many other doors for both minorities and women. Over the...