What can individuals, leaders, and organizations do to effectively manage diversity? Provide an example with your response.

“Workplace diversity refers to the variety of differences between individuals in an organization. Diversity not only includes how individuals identify themselves but also how others perceive them. Diversity within a workplace encompasses race, gender, ethnic groups, age, religion, sexual orientation, citizenship status, military service and mental and physical conditions, as well as other distinct differences between people.” (Managing Diversity in the Workplace, n.d.)Individuals, leaders, and organizations can effectively manage diversity by prioritize communication, view employees as individuals, and be open-minded.

By prioritize communication, organizations must ensure that they communicate with employees. Managers need to explain different “policies, procedures, safety rules and other important information should be designed to overcome language and cultural barriers by translating materials and using pictures and symbols whenever applicable.” (Managing Diversity in the Workplace, n.d.)

Managers and employees must view each other as individuals. Employees and managers need to avoid both positive and negative stereotypes. Don’t make assumptions about different employees from different groups. Managers must remind their employees about the polices that prohibit discrimination and encourage employees to view their peers as individuals.

To be open-minded, managers and employees must recognize each other own experience, background, and culture are not the only ones with value to the organization. We all must find ways to incorporate diverse perspectives and talents into efforts to achieve organizational goals.

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