FareStart Evaluation

Student's name

Institutional affiliations

Date

Achieving a diverse workplace comes with great benefits. Diversity promotes teamwork, respect, and acceptance despite the differences in language, sexual orientation, beliefs, gender, race, religion, and communication styles. Since diversity is the major focus of FareStart Organization, this paper will discuss the strengths and weaknesses of FareStart and how it relates to diversity issues. FareStart Organization is close to achieving an inclusive and diverse workforce.

As the company goes global, it has several strengths that contribute to its success relating to diversity issues. To begin with, the organization has good customer service offering a wide variety of appetizing services. Farestart restaurant is at the forefront to provide a variety of dishes cutting across different cultures. The soups and salads are prepared to suit the different needs of their customers. It is open for lunch on weekdays and offers guest chef dinners on Thursdays. The café is also a training site for many youths at the Barista training and education program that provides admission to people of all gender, race, and cultures. The company also sells the contract to homeless shelters and childcare centers in Seattle without discrimination. The organization has managed to supply 10,000 a day and has since supplied 250,000 meals since the coronavirus pandemic. The management does much research to ensurethere is a lot of justice and fairness in their programs. The organization targets communities where people are living and addressing food justice and race equity (Clara, 2016).

 With a well-motivated and engaged staff, their services are friendly and attractive to customers, increasing customer retention and satisfaction. Even though some customers are uncomfortable about the price, they say the delicious meals, customer service, and what the company does motivates them to stay loyal to the restaurant. The choice of location has also been a strength to FareStart. Customers love the nice area close to all Amazon buildings and beautiful Seattle downtown**.**

 Good infrastructure in Seattle improves efficiency. Delivery of goods and services is always on time for the clients in their various shelters. The company has an incredible mission, and most low-level staff are driven by the zeal to help the less fortunate and, therefore, are very passionate about their work. Their students are also wonderful to work with, and most of them are self-driven, enhancing efficiency at the organization. Its high efficiency in operations has made it a model member for other nonprofit food service providers(Pike, 2017).

Farestart is passionate about quality in all its operations. The company has a record of competent workers, delicious foods, and competent and qualified graduates every year. FareStart concentrates so much on teaching life skills curriculum, emphasizing soft skills, individual strengths, resume building, and any other improvement areas. Continuous training on this is given to their students from start to end. As of 2019, it had 102 graduates, with 99 finding employment immediately from a diverse list of 59 employers. Research shows that 80% of those employed stayed happy at their workplaces after 90 days. Such a good record in job creation means quality is not compromised.

Financially, FareStart enjoys an internal donation source. There is substantial funding from the state and well-wishers worldwide. With great leadership and a strong motivational message that inspires people to help, the company operates smoothly. The organizational culture at FareStart gives its employees Opportunity for growth through continuous training. Management gives benefits to employees, for instance, an overtime bonus, which is a motivational factor. Pays its employees on time and helps many people make a difference in their lives. Many people who worked at Farestart had something to smile about the starting benefits and empowering mission.

However, just like many other organizations, Farestart has weaknesses too. Often, financial management is a problem as the team continues to find new strategies. It has been not easy to find an effective budget of funds to maximize the resources used to help the community. Although shortages do not occur frequently, sometimes there is much strain on the budget. It is generally a good place to work, but most employees have complained about communication throughout the organization. The up-down communication strategies are not as effective in creating a negative work environment. Sometimes the management does not listen to their staff. This may seem unfair because they are affected by the decisions as well. Acknowledgment of great staff is still low. The management is not transparent, and most decisions are made without involving employees who keep questioning why. The management does not allow the sharing of ideas freely. Constant changes are made, making some employees uncomfortable. They do not frequently talk to each other despite their common mission. This could highly contribute to a sluggish internal growth due to frequent conflicts between the workers and management (Seibel, 2019).

Generally, the organization lacks consistency in supporting new ideas. It is a red flag if any organization is reluctant to incorporate new ideas. The company rarely listens to the boots on the ground. When the management limits the free sharing of knowledge, the employees will assume that power and knowledge belong to the management and retain the knowledge and feedback they get from customers. The organization also has low flexibility adjusting to the changing needs of customers and the changing demands. They take a bit longer to implement the changes.

In conclusion. Farestart’s efforts to eradicating homelessness and fostering training have been effective. Policies to eradicate religious differences, racial discrimination, and gender bias continue to work effectively. The company has done a great job of achieving gender balance, acceptance, and equity.

References

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