

# 5 Challenges of a Workplace Diversity Programme:

## **Problem 1: The programme is top level only.**

**Solution:** Ensure that your diversity programme is not only for senior level people. Everyone should be on board. Train everyone about the benefits.

One of the biggest purposes of the programme is to ensure everyone feels included. Don't just train your top-level managers.

## **Problem 2: All diversity areas are not included.**

**Solution:** Ensure you look at each group to find out their needs. Talk to your workers to research issues.

For instance, think about sending non-native English speakers to English classes. This may help them feel more included with others. This can help prevent miscommunication.

Be supportive of their needs. Find out what the company could do to help each person succeed.

## **Problem 3: Gender equality still doesn't exist.**

**Solution:** Review your wages, your hiring practices, and your promotional opportunities. Does your company have gender pay gaps? Does it have a preference for hiring men over women? Especially in leadership positions? If so, you do not have a diversity programme.

Put in place a structured pay system according to job duties, skills, and educational background. Think about hiring an outside company to make suggestions. This may help you ensure there is no bias.

## **Problem 4: Discrimination still occurs.**

**Solution:** The diversity programme should have a set list of policies. The policies should make sure no bias occurs. Everyone should understand those policies.

Ensure you install a thorough investigation process if someone should complain about discrimination.

Train everyone on all policies. Also, ensure they know the investigation process. Hire people who want to work and understand a diverse workplace. Do not tolerate discrimination and communicate your expectations.

Sometimes people don't realise their own weaknesses. Ensure you discuss every scenario which could occur.

## **Problem 5: Managers don't understand the value which diversity brings.**

**Solution:** They should know how to manage a diverse workplace. Develop scenarios on situations which may occur.

Prepare every manager for every scenario.

People may be afraid to speak up if their manager is not on board. Managers must embrace this change for the programme to be successful. Most employees follow their manager's lead.

Make sure everyone understands the programme. Meet with your managers individually and test their knowledge. This will ensure they have a complete understanding of the programme.

Ensure your leaders walk and talk about the newest methods. They are the biggest influencers of the organisation.