

## What is Diversity and Inclusion?

**Blog Series – 71** **August 25, 2020** **PoSH – Vol.36**

Except in traditional industries, it is an approach by many employers to recruit fresh talents, specifically from campus and that too from specific institutions. Over a period of time, organizations felt that the culture is highly static. The only solace is such talent acquisition comes with mix of men & women, and sometimes talents from various geographical locations.

Of late, such organizations, felt that sustaining progress in business is a big struggle.

Such organizations do not have the competitive edge in obtaining new businesses in the market.

The only remedy is inclusive behaviours with diversity in talents. Diversity always refers to the traits, values and characteristics of people, which makes them unique. Whereas the Inclusion refers to the behaviours of such individual and their social norms.

1. *Inclusive behaviours can unlock innovative potential of a diverse workforce*
2. *Inclusive behaviours can increase the market share and also the gateway for the brand new-ones.*

Where there are mix of the following, in the workforce, it give variety of expertise, talents and experiences which makes the businesses to have higher flexibility, where the market is not static but dynamic.

1. Age
2. Ethnic
3. Education
4. Geographical location
5. Linguistic
6. Gender (men, women, transgender, LGBT, etc)

**In an organization, which is homogenous group thinking is predisposed, whereas diversity will leverage many perspectives and deliberate information**

**Hence, conserving and enhancing progress of an Organization is purely depends upon Diversity and Inclusion.**

**On the other side the Diversity benefits society, as whole.**

**Anandan S**

**Feature Writer, Skill Enhancer & Webinar Specialist**