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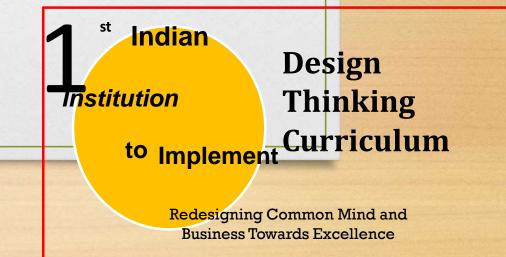
19BAE717 – Cross Cultural Management

Unit 2 – Diversity at Work

Topic for Today: Methods to ensure Cultural Diversity

Presented by

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Recap

Organizational Culture and Diversity



05.03.2024

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Today's Topic

Methods to ensure Cultural Diversity

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• Education and Awareness Programs:

- Implement educational programs that focus on promoting cultural awareness and understanding.
- Include diverse perspectives in school curricula to reflect the contributions of various cultures.

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• Inclusive Hiring Practices:

- Adopt inclusive hiring practices that prioritize diversity, equity, and inclusion.
- Ensure diverse representation in recruitment processes to reflect a variety of perspectives within the organization.

• Employee Training:

- Provide diversity training to employees to raise awareness about cultural differences and encourage a respectful and inclusive workplace.
- Foster a culture of open communication and tolerance through workshops and seminars.

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• Celebration of Cultural Events:

- Recognize and celebrate cultural events, holidays, and festivals from different backgrounds.
- Encourage employees and community members to participate in these celebrations.

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• Diverse Leadership Representation:

- Ensure that leadership positions are filled by individuals from diverse cultural backgrounds.
- Leadership diversity can set an example and influence organizational culture positively.

• Language Inclusivity:

- Acknowledge and accommodate linguistic diversity within the community or workplace.
- Provide translated materials and communication channels to cater to different language speakers.

• Community Engagement:

- Engage with local communities and involve them in decision-making processes.
- Support initiatives that promote cultural diversity within the community.

• Accessible Public Services:

- Ensure that public services and facilities are accessible to individuals from different cultural backgrounds.
- Make information available in multiple languages to cater to diverse populations.



Summary

- Education awareness program
- Inclusive hiring practices
- Employee training
- Diverse leadership representation
- Language Inclusivity

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Assessment

• The 4 Changes to content and the 3 changes to process are driven by

- Value based Leadership
- Strategy
- Training
- Costs

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References

- <u>https://www.workhuman.com/blog/cultural-diversity-in-the-workplace/</u>
 - <u>https://www.hult.edu/blog/promoting-diversity-in-workplace/</u>

20.11.2023

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