



SNS COLLEGE OF TECHNOLOGY, CBE .



19BAE717 – Cross Cultural Management

Unit 2 – Diversity at Work

Topic for Today: Methods to ensure Cultural Diversity

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**1st Indian
Institution
to Implement** **Design
Thinking
Curriculum**

Redesigning Common Mind and
Business Towards Excellence



Recap

Organizational Culture and Diversity





Today's Topic

Methods to ensure Cultural Diversity





Methods

- **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.



Methods

- **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.



Methods

- **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.



Methods

- **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.



Methods

- **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.



Methods

- **Language Inclusivity:**

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



Methods

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



Methods

- **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



Assessment

- The 4 Changes to content and the 3 changes to process are driven by
 - Value based Leadership
 - Strategy
 - Training
 - Costs



References

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



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Thank
you...