

# WORKPLACE CULTURAL DIVERSITY

29.3.2021

# INTRODUCTION

<https://www.youtube.com/watch?v=Pn6WzHw7gHY>



# DEFINITION OF DIVERSITY

- Official definition:

<https://www.merriam-webster.com/dictionary/diversity>

- Diversity in a work-based context refers to the structure of the workforce (employees)
- It influences how organizations, and their workforces are recruited and managed
- It involves certain legal obligations with which companies are should comply

# DIVERSITY, EQUITY AND INCLUSION

- The Elementis Diversity, Equity & Inclusion Council (DE&I)

To develop a strategy and lead implementation of initiatives that will more powerfully embed diversity, equity and inclusion into our culture

To attract, develop and retain a diverse and talented teams

Focus areas for the next coming years:

1. **Culture and knowledge:** Training and employee involvement
2. **Process and policy:** Removing barriers and improving recruitment processes
3. **Communication and metrics:** Communications and transparency

# Within the workplace cultural diversity means:

The inclusion of people of different

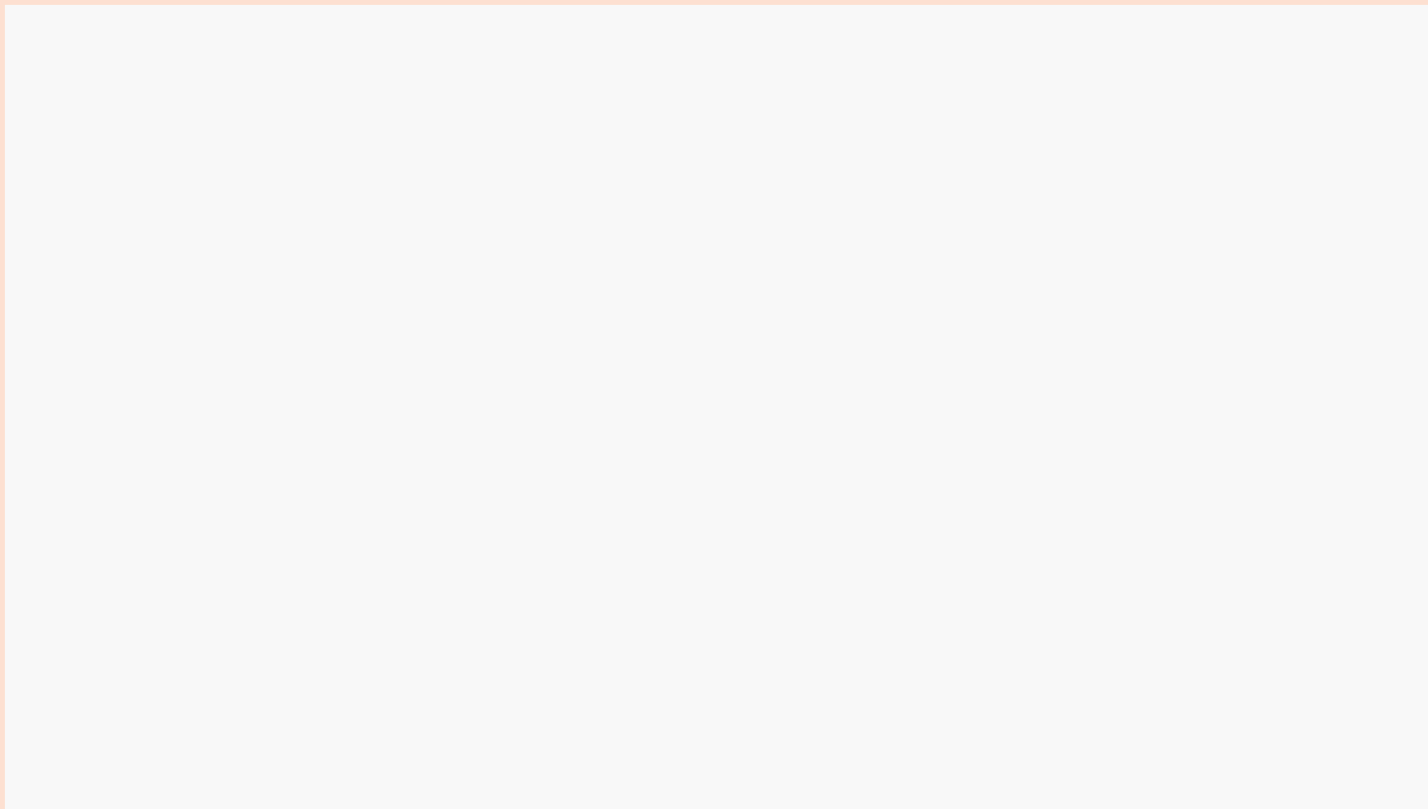
- gender
- age
- sexual orientation
- education
- race
- cultural and ethnic background
- disability



within the workforce – narrow definition

# CROSS-CULTURAL MANAGEMENT

<https://www.youtube.com/watch?v=rJ4lbhXrqnc>



# THE CULTURAL ICEBERG

## SURFACE CULTURE

Food  
Flags Festivals  
Fashion Holidays Music  
Performances Dances Games  
Arts & Crafts Literature Language

## DEEP CULTURE

**Communications Styles and Rules:**  
Facial Expressions Gestures Eye Contact  
Personal Space Touching Body Language  
Conversational Patterns in Different Social Situations  
Handling and Displaying of Emotion  
Tone of Voice

**Notions of:**  
Courtesy and Manners  
Friendship Leadership  
Cleanliness Modesty  
Beauty

**Concepts of:**  
Self Time Past and Future  
Fairness and Justice  
Roles related to Age, Sex,  
Class, Family, etc.

**Attitudes toward:**  
Elders Adolescents Dependents  
Rule Expectations Work Authority  
Cooperation vs. Competition  
Relationships with Animals Age  
Sin Death

**Approaches to:**  
Religion Courtship Marriage  
Raising Children Decision-Making  
Problem Solving

Adapted: Edward T Hall, 1976



# DISCRIMINATION

- <https://www.youtube.com/watch?v=C-uyB5l6WnQ>



# Challenges & Learnings



LINGUISTIC  
DIVERSITY



CULTURAL  
DIVERSITY



TECHNOLOGY  
READINESS



BUSINESS SYSTEM  
DIVERSITY



TIME ZONE  
DIFFERENCES



LAWS AND  
REGULATIONS