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INTERNATIONAL UNIVERSITY

-The Future is here

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Course	<i>Culture and Society</i>
Chapter	<i>3.Diversity and Social Cohesion</i>
Lesson	<i>6</i>
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Faculty	<i>Faculty of Administrative Sciences and Economics</i>



Topics Covered :

Diversity and Social Cohesion

Chapter – III

Course Content

- I. Introduction to the course
- II. Culture and Society
- III. Group and Inter Group Relations
- IV. Education in a Social Context
- V. Media and Society
- VI. Diversity and Social Cohesion
- VII. Ethics in Society
- VIII. Culture in the Business Environment

Chapter VI

Diversity and Social cohesion

Concepts:

- ▣ Diversity
- ▣ Inclusion
- ▣ Social Cohesion

Chapter- VI Objectives:

- ▮ What is Diversity?
- ▮ Diversity in workplace and Importance
- ▮ What is Inclusion?
- ▮ Social Cohesion



Diversity





What is Diversity?

The diversity definition refers to the existence of variations of different characteristics in a group of people. These characteristics could be everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity (e.g. race, age, gender, religion, sexual orientation, cultural background).

What is



To better understand and define diversity, we can think about it in a social context. For example, at work, you might interact with co-workers of different genders, age groups, faiths and so on. Likewise, at school, students may come from different socio-economic classes and have different personalities and physical abilities.

While the first things that come to mind when we talk about diversity are race and gender, there's more than that.

Diversity in workplace

To come up with a workplace diversity definition, we have to think about all the different characteristics that employees (could) have. First, we have the protected characteristics, such as race, age, gender and sexual orientation. And secondly, we have all the different:

- ▣ Experiences
- ▣ Talents
- ▣ Skills
- ▣ Opinions
- ▣ Personalities



These differences, for example employees' talents, are less obvious and require the organization's effort and proactiveness to shine.

BENEFITS OF DIVERSITY IN THE WORKPLACE

How diversity promotes profits

A diverse workplace better understands diverse markets, stimulating innovation

Gives company freedom to go after the most talented people, regardless of differences

Culturally diverse workplace builds trust in your brand with a diverse target market

Enhances employee engagement by showing the company understands and respects different cultures

The importance of diversity in the workplace

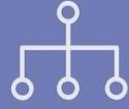


Building a diverse company means that you don't discriminate against protected characteristics and that you're an equal opportunity employer. This will help build up your employer brand and keep employees satisfied and productive (and it's also the right thing to do).

While you might be obliged by law to be unbiased when hiring and managing employees, it's not mandatory to actively aim to build diverse teams. However, there are some business benefits associated with diversity in the workplace, that you should take into account.



10 BENEFITS OF WORKPLACE DIVERSITY



Variety of different perspectives



Increased creativity



More innovations



Increased profits



Higher employee engagement



Better decision-making



Reduced employee turnover



Better company reputation



Improved hiring results



Faster problem-solving



Diversity and discrimination



Diversity in the workplace is also closely tied with discrimination. Bias and discriminatory employment practices exclude people who have specific characteristics, making it difficult for organizations to achieve and maintain diversity. That's why many companies take action; here are some more examples of diversity in the workplace along with ways to tackle discrimination:

- ▮ Hiring women in the tech space
- ▮ Bringing gender diversity in sales
- ▮ Fighting gender inequality in leadership roles
- ▮ Dealing with age and gender discrimination
- ▮ Fostering an age inclusive workplace
- ▮ Building the case for disability inclusion
- ▮ Considering candidates with a non-traditional background
- ▮ Removing unconscious bias from the hiring process

What is Inclusion?



Inclusion in the workplace is a collaborative, supportive, and respectful environment that increases the participation and contribution of all employees. As a matter of fact, true inclusion removes all barriers, discrimination, and intolerance. When applied properly in the workplace, it is natural for everyone to feel included and supported.

What is diversity and inclusion?



Diversity and inclusion is a company's mission, strategies, and practices to support a diverse workplace and leverage the effects of diversity to achieve a competitive business advantage. Companies that create diverse and inclusive work environments are more adaptable, creative, and become magnets that attract top talent.

Diversity and inclusion priorities

A survey by Forbes Insights of more than 300 senior executives – 32% who were in HR or talent management – found their companies' diversity and inclusion priorities include:

- ▮ 65% said recruitment of diverse employees
- ▮ 44% said retention of diverse talent
- ▮ 35% said ensuring diversity in the workplace
- ▮ 29% said developing a robust pipeline of diverse talent
- ▮ 28% said managing cross-generational issues

Diversity and inclusion best practices

- ▮ fair treatment
- ▮ equal access to opportunity
- ▮ teamwork and collaboration
- ▮ a focus on innovation and creativity
- ▮ organizational flexibility, responsiveness, and agility
- ▮ conflict resolution processes that are collaborative
- ▮ evidence of leadership's commitment to diversity
- ▮ representation of diversity at all levels of the organization
- ▮ representation of diversity among internal and external stakeholders
- ▮ diversity education and training

The interesting thing to note is that employees perceive their company as diverse and inclusive based on practices that aren't even directly related to diversity such as a focus on innovation and creativity.

Instead, these best practices are ones that are desired by everyone in the workplace.

Social Cohesion

What is Social cohesion?



Social cohesion refers to the extent of connectedness and solidarity among groups in society. It identifies two main dimensions: the sense of belonging of a community and the relationships among members within the community itself. It stems from a democratic effort to establish social balance, economic dynamism, and national identity, with the goals of founding a system of equity, sustaining the impulses of uncontrolled economic growth, and avoiding social fractures.

What is Social cohesion?



Social cohesion is a social process which aims to consolidate plurality of citizenship by reducing inequality and socioeconomic disparities and fractures in the society. It reflects people's needs for both personal development and a sense of belonging and links together individual freedom and social justice, economic efficiency and the fair sharing of resources, and pluralism and common rules for resolving all conflicts.

What is Social cohesion?



The concept Social cohesion is relative and a somewhat difficult concept to define. Many scholars have offered varying degree of definitions but the main challenge noticed in the definition, is the multiple definitions based on individual scholar's orientation or ideology. Another problem poised by these definitions of the concept is that of multi-level and multi-dimensional nature.

Contemporary scholars of social cohesion have defied a way of treating the concept as a phenomenon with a multi-dimensional feature or as a kind of potentially construct concept structured around many varying indices. Academics and policy makers have unanimously arrived at a consensus that, "Social Cohesion" as a concept, is enjoying an ever-increasing popularity.

Thank You..

See You..