

Diversity, Inclusion, and Equity

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Introduction

More and more organizations are finally starting to understand the importance of diversity, inclusion, and equity. Creary et al. noted that more than 70% of individuals are more prone to working in organizations that are interested in promoting DEI policies (2021). Striving for a diverse, inclusive, and equitable working climate will allow the employees to be more satisfied with their job, will ensure a diverse conversation with multiple points of view, and will ensure more creativity and originality within the workforce. However, certain issues need to be addressed when it comes to applying such policies to an organization.

A Diverse, Inclusive, and Equitable Culture in Organizations

Since multiple organizations are eager to promote diverse, inclusive, and equitable cultures within their workplaces, it is essential to explain the definitions that describe those notions. The terms refer to workspaces that do not discriminate. According to researchers, the pandemic and mass protests against police brutality and racial inequality have influenced employers to create a more diverse and inclusive environment for each employee (Creary et al., 2021). While these terms are all related to equality, they all have different meanings. Diversity relates to a policy that aims to include a different range of people, while inclusivity refers to the act of making all those people feel included in the conversation. On the other hand, an equitable culture suggests fairness and impartiality towards all parties. A diverse, inclusive, and equitable culture in an organization suggests an open-minded team of people of different backgrounds, values, ethnicities, and cultures who can communicate and interact without fear of being misunderstood or silenced.

Lack of data is one of the difficulties that is connected to implementing a DEI culture. According to Fife et al., more research needs to be done for employers to be more efficient with their policies and strategies (2021). Studies show that around 80% of

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