



Getting it right: how a diversity manager can re-shape your organisation

In our attempt to create an inclusive workplace, we often think that one person can deliver the DEI piece across our organisation by themselves.

Are we getting it right?

Diversity and inclusion initiatives look and sound great but, when not appropriately supported may end up being a struggle and a band-aid solution for your business' culture.

Could diversity and inclusion be a growth opportunity for your business?

#GettingItRight



To achieve your business goals, you should look beyond your financials. Employees who feel happy, motivated and engaged will perform on a higher level.



Your workforce is not just your current workforce; it's also your potential workforce. Your diversity and inclusion programs and initiatives are a way to futureproof it. From onboarding to training to development to remuneration to compliance requirements, what is the end-to-end experience of your employee?



Creating a diverse and inclusive workplace has many stages and layers. It includes developing strategies and initiatives around attraction, retention, reward training and development, and reviewing policies and procedures to ensure they are aligned with good practices.



In practice, a Diversity and Inclusion Manager or Officer has to support managers and employees to understand and implement DEI policies: from checking job descriptions to educating teams and identifying ways to improve practices while keeping up to date with national and local workplace laws.



It also means developing new programs, working with different departments, conducting research, getting data, and reporting to track DEI metrics. The role needs a problem solver with strong communication skills and someone comfortable with sourcing and analysing data, but you will have to set them up for success and support the role as the programs grow.

Interested to learn more?

- Read our [blog piece](#) on how to write a Diversity, Equity, and Inclusion Strategy.
- Read the five key dynamics of effective teams as identified by the [Google researchers](#) or what [Google learned from its quest to build the perfect team](#).
- The Lighthouse Programme is an annual effort of the World Economic Forum to surface, highlight and scale impactful DEI initiatives. Here are the eight DEI Lighthouse cases featured in the [2023 DEI Lighthouses report](#); they were selected by an independent expert panel for their demonstrated impact and ability to inspire others.
- Visit our Resource Centre or [get in touch](#) with our team today.