Module 01 Course Project

Report to CEO

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Author Note

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Racial Diversity

**Introduction/Executive Summary**

In today’s workplace, it is important to have a diverse workforce in order to strengthen the organizational adaptability, achieve competitive advantage and reduce legal risks. Adopting a racial diversity is one great way of gaining workplace diversity to have a heterogeneous workforce in respect to physical, cultural and social qualities. Racial diversity in the workplace is where organizations hire employees from all sorts of varying backgrounds; irrespective of race and culture. This diversity gives an organization access to a wide range of talent and perspectives. As such, it helps in offering insight into the needs and motivations of all the business’ client or customer base, instead of just a little portion of it. Moreover, cultural diversity improves the productivity levels whereby a diverse organization brings in different talents together to work towards the realization of a common goal utilizing different sets of skills (Harvey & Allard, 2015). Ultimately, this diversity gives rise to an organization that is more effective, more successful, more productivity, more creativity, improved company reputation, and even more profitable.

**Benefits of Racial Diversity**

Organizations that have employed racial diversity leap a wide variety of benefits that help in improving and growing their business. These benefits include improved organizational culture and opening global opportunities.

**Diversity Improves Organizational Culture**

When an organizational is perceived to be accepting, diverse, and inclusive, this does not only improve its reputation, but it also improves its organizational culture. This also increases the organization’s talent pool, draws in star candidates and creates a happier and more productive workplace. An organization with racial diversity makes its employees have the ability to bring their whole selves with them to work without worrying about discrimination for being genuinely themselves (Guillaume et al. 2017). As a result, racial diversity brings a rich culture in an organization that further scales up the productivity.

**Diversity Opens Global Opportunities**

For many companies, it is not usually satisfying to only set eyes on conquering the home marketplace. For most, it is about realizing a world success in a certain industry. As such, it is inevitable for a company to have to deal with vendors and clients from numerous countries. Here, racial diversity becomes a powerful tool since it entails diverse skillsets that translate to a global stage. This means that there are employees that can understand or speak languages of other parts of the world, understand other cultures and have affiliates in other countries (Harvey & Allard, 2015). Moreover, there will likely be employees with knowledge with knowledge of conditions in different marketplaces around the world.

**How Diversity Contributes to Collaborative and Innovative Environment**

As employees from different backgrounds try to understand and know more about each other, collaboration is fostered. Bringing together nine people from the same background will likely lead to the creation of similar ideas to solve a particular problem. However, if the group of ten people had three black people, three white people and three Asian people, it is likely that the solution they would create would be marvelous. This is because racial diversity comes with diverse perspectives and experiences that influence the lens through which every person sees the world. The only way that these different perspectives, experiences, ideas and talents are integrated together is through collaboration. Various research findings have showed that diverse teams are more innovative, more productive, and more creative compared to homogenous teams that only entail of people with similar demographic (Guillaume et al. 2017). Therefore, promoting diversity is a great way of taking an organization to the next level as far as innovation is concerned, not only within the organization but also within teams and departments.

**Conclusion**

To thrive in today’s diverse times, organizations need to lead the way in inclusion by building workplaces that promote and celebrate racial diversity. Through the creation of diversity-friendly workplaces, organizations stand a better chance of gaining competitive search for skilled talent. Moreover, building a diverse workforce improves the clients’ opinion of the organization hence improving the reputation. In a world where customers are looking for special qualities of the companies they purchase or get their services from, it is important to embrace racial diversity.

References

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