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What does diversity and inclusion mean to you essay

Diversity and inclusion (D&I) can play an important role in a workplace regardless of size. While large companies like General Motors and even the U.S. Department of Defense have developed strategic plans to increase D&I, small businesses can also do their part. After all, these businesses employ nearly half of the private-sector workforce, so ramping up diversity efforts can have a profound impact. In fact, recent studies have shown that employees of companies that embrace D&I are able to make better, faster business decisions and are more likely to spur revenue growth through innovation. While "diversity" and "inclusion" might be familiar terms, it's important to clearly define them. Diversity not only refers to race, but also age, gender, ethnicity, religion, sexual orientation, disability, education, national origin, as well as marital and socioeconomic status. Inclusion refers to an organization's ability to value these differences so that diverse individuals are accepted, welcomed, feel a sense of belonging, and are treated equally. As mentioned, small businesses can benefit greatly from improving their D&I efforts. Studies have shown that companies perform better on several indicators when they have diverse leadership, which, in turn, can impact every level of the organization. According to a 2017 McKinsey Report, companies that have leadership teams that rank in the top 25% for racial and ethnic diversity are 33% more likely to outperform their industry peers in terms of profitability. Meanwhile, another research and consulting firm, Gartner, reports that, through 2022, 75% of organizations with frontline decision-making teams reflecting a diverse and inclusive culture will exceed their financial targets. By creating a more interconnected workplace, the benefits of giving underrepresented groups a seat at the table become ever clearer. When it comes to recruiting new talent and holding on to valuable employees, one of the key factors that potential and current employees consider is the company's culture. In a recent survey conducted by recruiting site Glassdoor, 76% of job seekers report that a diverse workforce is an important factor when evaluating potential employers and job offers, while a majority of current employees think their companies should be doing more to increase diversity. As the population changes, so does the marketplace. Hiring a diverse staff can be beneficial to your business as differing world views, experiences, and skill sets expand what's possible, resulting in new ideas and opportunities. These innovations can also expand your markets, as customers often find it more appealing to work with someone with whom they can relate. Diverse opinions bring new perspectives, which can drive business success. An additional benefit of a more diverse and inclusive workplace is happier employees, which translates to a more engaged workforce. Research has found that when companies embrace D&I policies, employees perform at a higher level. A focus on D&I can also improve team morale and foster a higher level of trust between employees and company management. Now that you have an understanding of what D&I is and how it can benefit your small business, here are some tips to help your company move toward a more inclusive workplace. How does your company stack up against others in your industry when it comes to D&I? What are the obstacles that need to be addressed to improve the situation? By starting with a realistic evaluation of what policies and practices exist, you can move closer to establishing what can be added and improved upon. Don't just stick to the numbers. To gain a better grasp of where you stand with D&I, talk to current employees to gain insights from their experiences and perspectives. After identifying your D&I status, start working on positive changes to improve it. To help you with planning and implementation, research and consulting organizations such as the Society for Human Resource Management (SHRM) and TSNE have created guides to develop a plan that includes identifying how D&I initiatives can help achieve business objectives. In addition, make an effort to institute inclusive procurement practices, like, for instance, buying products and services from minority-owned businesses that are often underused. Hold training sessions and discussions on the value of D&I in the workplace and involve staff at all levels of the organization to ensure their buy-in and support. Creating a D&I committee and setting accountability standards for D&I also enforce its importance. Regularly evaluate the progress or failure of your plan and adjust it as needed. Because the needs of the industry, the marketplace, your company, and your employees are ever-changing, your plan should be flexible to adapt to those changes. As small business owners strategically adjust their environments and operations to support a more diverse and inclusive workforce, they can expect to reap the benefits of their efforts—operationally and financially. CC0/Free-Photos/Pixabay Knowing how to write a college essay is a useful skill for anyone who plans to go to college. Most colleges and universities ask you to submit a writing sample with your application. As a student, you'll also write essays in your courses. Impress your professors with your knowledge and skill by using these great essay writing tips. Prepare to Answer the Question Most college essays ask you to answer a question or synthesize information you learned in class. Review notes you have from lectures, read the recommended texts and make sure you understand the topic. You should refer to these sources in your essay. CC0/ill foot/Pixabay Many students see planning as a waste of time, but it actually saves you time. Take a few minutes to think about the topic and what you want to say about it. You can write an outline, draw a chart or use a graphic organizer to arrange your ideas. This gives you a chance to spot problems in your ideas before you spend time writing out the paragraphs. Choose a Writing Method That Feels Comfortable You might have to type your essay before turning it in, but that doesn't mean you have to write it that way. Some people find it easy to write out their ideas by hand. Others prefer typing in a word processor where they can erase and rewrite as needed. Find the one that works best for you and stick with it. CC0/Free-Photos/Pixabay View It as a Conversation Writing is a form of communication, so think of your essay as a conversation between you and the reader. Think about your response to the source material and the topic. Decide what you want to tell the reader about the topic. Then, stay focused on your response as you write. CC0/StartupStockPhotos/Pixabay Provide the Context in the Introduction If you look at an example of an essay introduction, you'll see that the best essays give the reader a context. Think of how you introduce two people to each other. You share the details you think they will find most interesting. Do this in your essay by stating what it's about and then telling readers what the issue is. CC0/Pexels/Pixabay Explain What Needs to be Explained Sometimes you have to explain concepts or define words to help the reader understand your viewpoint. You also have to explain the reasoning behind your ideas. For example, it's not enough to write that your greatest achievement is running an ultra marathon. You might need to define ultra marathon and explain why finishing the race is such an accomplishment. CC0/StockSnap/Pixabay Answer All the Questions After you finish writing the first draft of your essay, make sure you've answered all the questions you were supposed to answer. For example, essays in compare and contrast format should show the similarities and differences between ideas, objects or events. If you're writing about a significant achievement, describe what you did and how it affected you. CC0/StockSnap/Pixabay Stay Focused as You Write Writing requires concentration. Find a place where you have few distractions and give yourself time to write without interruptions. Don't wait until the night before the essay is due to start working on it. CC0/StartupStockPhotos/Pixabay Read the Essay Aloud to Proofread When you finish writing your essay, read it aloud. You can do this by yourself or ask someone to listen to you read it. You'll notice places where the ideas don't make sense, and your listener can give you feedback about your ideas. CC0/klimkin/Pixabay Avoid Filling the Page with Words A great essay does more than follow an essay layout. It has something to say. Sometimes students panic and write everything they know about a topic or summarize everything in the source material. Your job as a writer is to show why this information is important. MORE FROM QUESTIONSANSWERED.NET Diversity Diversity is a value that shows respect for the differences and similarities of age, sex, culture, ethnicity, beliefs and much more. Having a diverse organization, helps notice the value in other people and also how to teach respect to people that might not know how. The world is filled with different cultures and people that might believe in different things as you, but that doesn't mean you need to treat them any different. It is imperative for people to grasp diversity because it'll help people how to engage with others in a respectful yet a hospitable way. When most people think "Diversity" they think of the most communal characteristics: such as: Age, race, gender, sexual orientation, body type, ethnicity, and a person's

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