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Reliable Green

Compendium for SMEs



Module 2: Diversity and Inclusion in Human resources management

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In this module, you will learn...



- ✓ The principles and importance of diversity and inclusion in the remote workplace.
- ✓ Effective strategies and policies for promoting diversity, inclusion, and equal opportunities in a remote working environment.



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Introduction

In remote workplaces, fostering diversity and inclusion is crucial for successful HR management.

By recognising and celebrating diverse backgrounds, experiences, and perspectives, organisations can unlock the benefits of a diverse workforce, such as increased creativity, innovation, and problem-solving abilities.

HR professionals must implement policies that promote diversity and inclusion, including a clear policy, training programs, and technology like video conferences and collaboration tools.

By embracing diversity, organisations can tap into unique perspectives, drive innovation, and empower employees to contribute their best, regardless of their location.



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What is Diversity and Inclusion?

Start by watching this video that gives a short overview of what Inclusion and Diversity are in workplace contexts



Alternative link: <https://youtu.be/R55OXIC2f2w>



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What does Diversity and Inclusion mean in Remote Work?



How hybrid work impacts diversity and inclusion

Now watch this video where Diversity and Inclusion are explored in the context of remote work



Alternative link: <https://youtu.be/ve5bIISHK3w>



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Now it is time to reflect on the main points made in both videos and answer the following questions:

- ✓ What Diversity and Inclusion challenges can be faced by HR Teams and Employees in my organisation?
- ✓ How can I take advantage of Remote Work to foster Diversity and Inclusion at my organisation?



Diversity and Inclusion

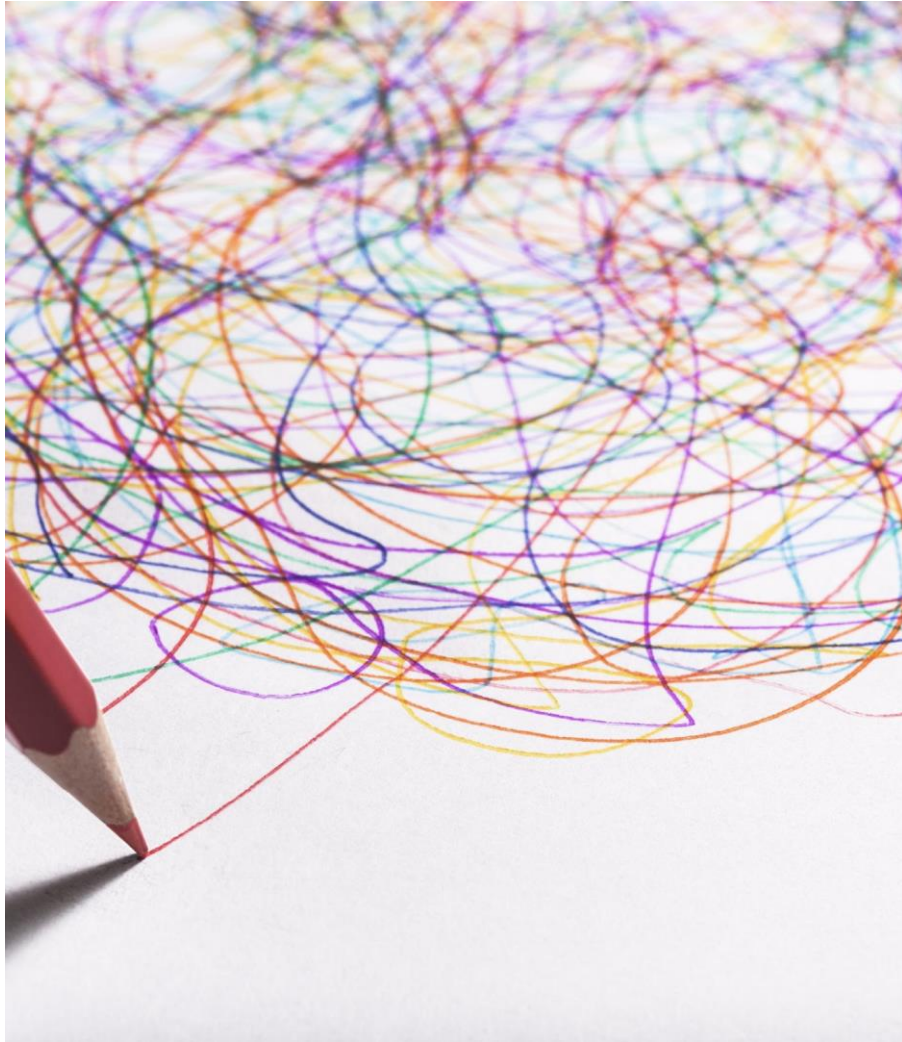


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Diversity and Inclusion are important in Management Policies



After three years of the COVID-19 pandemic, it is clear that new policies and strategies are required to mitigate its effects on the labour market. Looking at previous situations, we know that economic slowdowns overly affect minority groups and trigger inequality within companies.

Apart from equal and fair treatment in the workplace being a human right, companies should lead and influence their communities by example. By advocating for diversity and equality, institutions can promote individuals' well-being and help fight all forms of social injustice.

(Jay, 2022)



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Diversity and Inclusion are important in Development Policies



Additionally, social consciousness has been on the rise, which means addressing social issues may have a big impact on clients' decisions and employees' engagement with an organisation.

On one hand, a diverse workforce can be an essential resource for innovation and success. On the other, advocating and implementing diversity and inclusion policies is now an asset for organisational development since it makes a company stand out, reach new markets and clients.

(Jay, 2022)



An Intersectional Approach to Organisational Diversity and Inclusion



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Traditionally, Diversity and Inclusion Policies are considered a matter of “minority inclusion”. However, people are not one-dimensional. Individuals have complex and dynamic identities that can influence the way they are treated within companies.

Intersectionality is an approach that helps teams understand and recognise that employees’ experiences of inequality may vary according to their race, class, nationality, religion, sexuality, capacities, and age. In other words, intersectionality addresses the impact of multiple forms of identity. Therefore, an intersectional approach pushes for inclusive initiatives that assure that every person is treated fairly in the workplace.

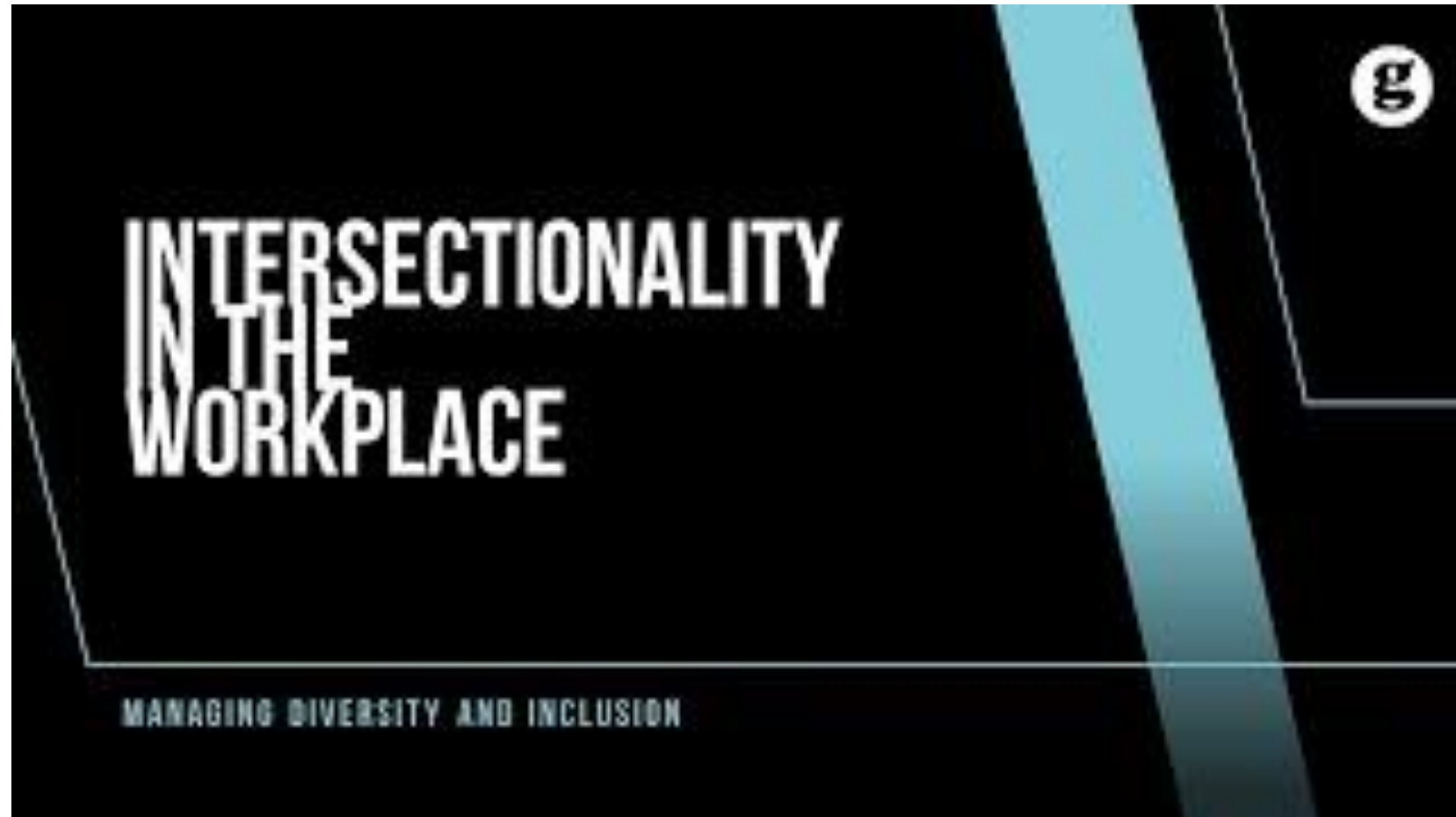
This means that CSR and HR departments must take people from all walks of life into consideration when outlining equality strategies.

(Reca, 2020; Studenroth, 2023)



Alternative link: <https://www.youtube.com/watch?v=PSsjoyYSw4M>

*Watch this video
to learn more
about
Intersectionality
in the
Workplace*



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3 Steps to Foster Diversity and Inclusion

Above all, integrating intersectional policies can help the company take a step into the future of equality.

Taking an intersectional approach to equality initiatives will help pinpoint where to focus efforts to address forms of discrimination that affect particular groups, so that all employees and stakeholders can benefit.

The following recruitment, assessment, and retention practices can be a first step to fostering long-term intersectional diversity and inclusion.

(Tugend, 2018)



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1. Education and Training



Employees show more engagement when working in companies that deliver learning and team-building programs that promote respect and understanding of differences.

Training leaders in Empathic Leadership ensures that managers and chiefs are aware of all identities and types of discrimination that can be present in the workplace. Also, these types of learning initiatives with leaders provide them with the opportunity to develop skills in how to maximise the potential of diverse teams.

Moreover, providing training to recruiters on the existence and impact of unconscious bias that can interfere in the recruitment and hiring process - even when they have diversity and inclusion values in mind - can help foster fair treatment for all employees and candidates.

(Our Watch, 2017)

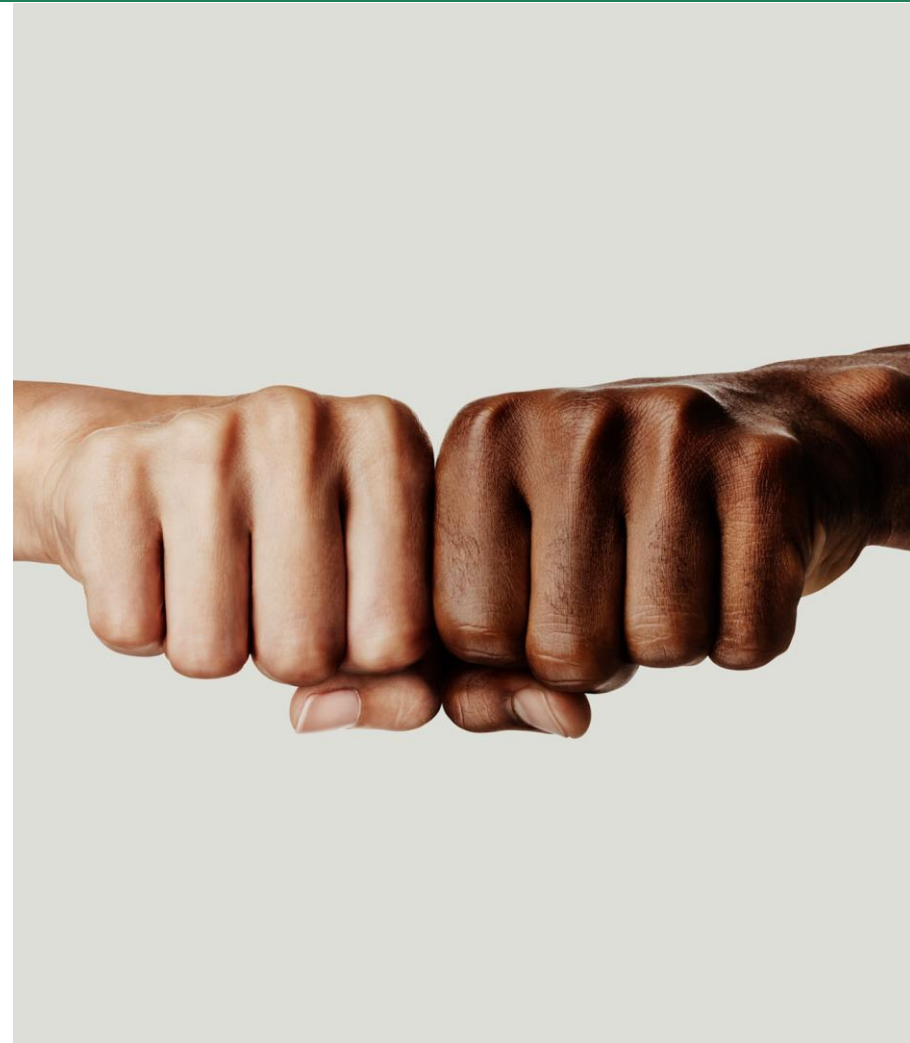


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2. Equity Policies



Equity goes beyond equality. Equity policies take into account that specific strategies need to be implemented in order to ensure the inclusion of discriminated groups.

Moving beyond the usual networks for recruitment and hiring can promote equity in companies. For example, advertising job openings in I&T through women in Tech Associations or through organisations focused on market integration of Lesbian, Bisexual and Trans women can make the companies' CSR policies stand out and reach those that can benefit from them.

Another way to foster equity through recruitment is by considering candidate assessment methods such as "blind" evaluations, knowledge testing, and "degendering" job ads.

(Our Watch, 2017)



3. Intersectional Data



Only tracking minorities presence fails to take into account inequalities experienced by a variety of employees.

Integrating multiple lenses can assist in setting targets that will more effectively cultivate a diverse environment.

For example, tracking female headcount in relation to race, sexuality, and abilities or vice-versa can help a company understand how different employees experience gender inequality, respond to these issues, and track progress toward reducing these inequalities.

Previous research shows that the more targets a company sets, the more progress they will make across the board.

(Our Watch, 2017)



Following these three Steps develop a clear and comprehensive diversity and inclusion policy document for your company with:

- ✓ One Education and Training Strategy
- ✓ One Equity Strategy
- ✓ One Intersectional Data gathering Strategy



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**Rightchallenge,
Rua do Conde de Ferreira, nº 208,
Bonfim 4000-222 Porto - Portugal**

<https://rightchallenge.org/>

Rita Alves

E-mail: rita.rightchallenge@gmail.com



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