



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



23BAE71 – Workplace Modernization And Advancement

Unit I – Introduction to Modern Workplace Dynamics



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Redesigning Common Mind & Business Towards Excellence

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Build an Entrepreneurial Mindset Through Our Design Thinking FrameWork



Recap

➤ Managing multigenerational workforces





Discussion about....

- Importance of Diversity and inclusion
- Reason to Study Diversity and inclusion
- Diversity types
- Principles of diversity & inclusion
- Analysis of initiatives in organization





Reason to study Diversity and inclusion





Diversity and Inclusion

what is the difference between diversity and inclusion?

diversity is a fact,
inclusion is an act

DIVERSITY

Diversity refers to who's at work, who is recruited, hired, and promoted by a company.

Diversity is the full spectrum of human demographic differences.

physical ability sexual orientation



race



socioeconomic status gender

education

ethnicity

religion nationality

age

INCLUSION

Inclusion refers to how people feel at work.

Inclusion is all about concrete methods and strategies to make all team members feel accepted and engaged when different people are in the same territory.

valued welcomed
included safe



respected encouraged
listened to
accepted



Diversity types



4 Types of Diversity



#1 - Internal Diversity
For example: age, gender, sexual orientation, ethnicity



#2 - External Diversity
For example: income, religion, education, personal appearance



#3 - Organizational Diversity
For example: job functions, work location, seniority, union affiliation



#4 - World View Diversity
For example: cultural perspective, political view, travel experience



 CultureAlly



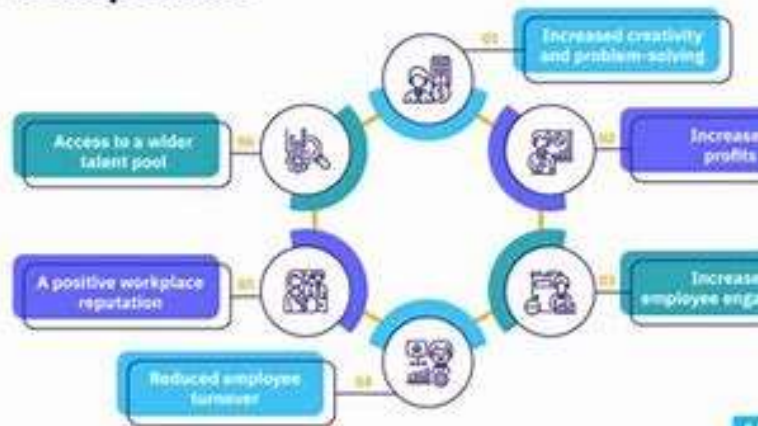


Importance & benefits of Diversity & Inclusion in modern workplace

Benefits of diversity & inclusion

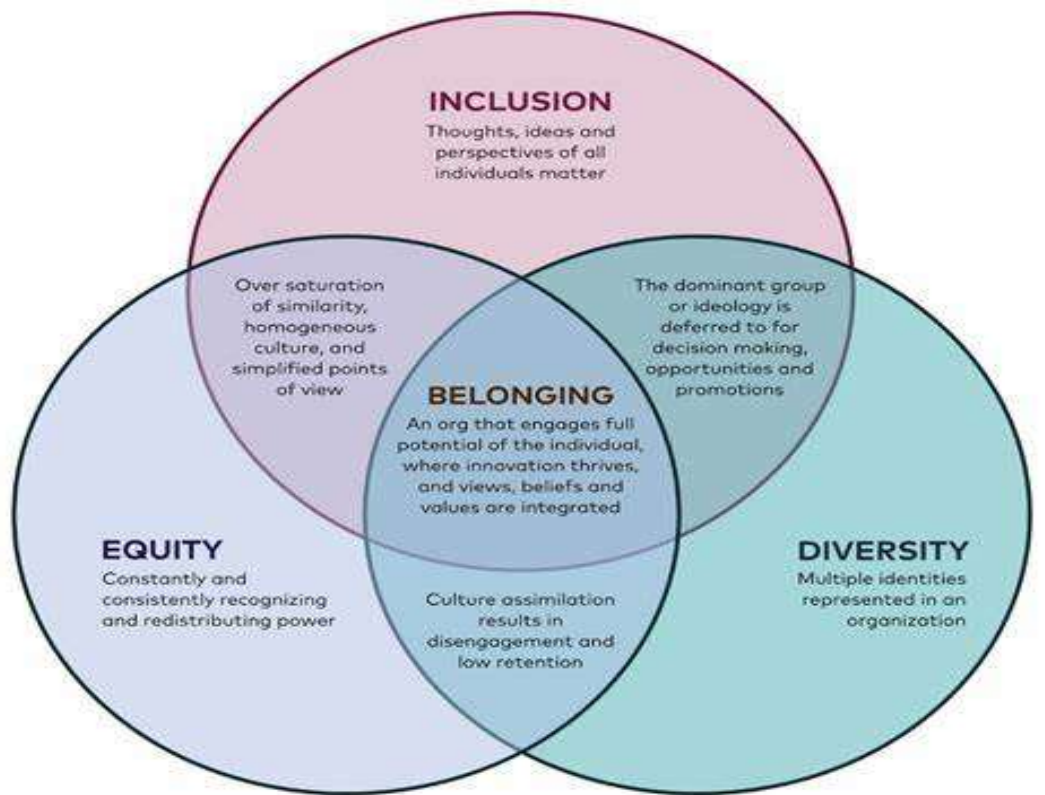
Employees	Increased employee engagement	Professional development	Increased sense of belonging
Organizations	Improved decision-making and problem-solving	Expanded market reach	Increased sense of belonging
Communities	Reduced discrimination and bias	Improved social cohesion	Greater representation

Why Diversity in the Workplace is Important





Analysis & Initiatives in Organization





Knowledge Check

What is equality on diversity and inclusion

- A) Treating everyone equally same
- B) Giving everyone same terms in their contract
- C) Giving everyone access to opportunities
- D) Giving minority groups first refusal

x **Treating everyone equally same**





Summary

- Importance of Diversity and inclusion
 - Reason to Study Diversity and inclusion
 - Diversity types
 - Principles of diversity & inclusion
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A large, white, circular graphic composed of overlapping, swirling lines, resembling a stylized sun or a globe, positioned in the upper left corner of the slide.

References

- [What is diversity, equity, and inclusion \(DE&I\)? | McKinsey](#)
- [Human Resources Management: Diversity and Inclusion - RSIS International](#)



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Thanks!

