Improving Diversity in Organization

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# Diversity Issues at City Hospital

One of the major issues that is being faced by City Hospital at the moment is that how they are going to be taking care of the diversity at the organisational wise level (Lightfoote et al. 2014). The problem that is faced by City Hospital at the moment is that they are having a hard time when it comes to making sure that how the diversified workforce is going to be created. At the moment, about 60 % of the organization workforce comprises of the white male’s population demographic (Dotson & Nuru, 2012). Despite repeated attempts by the organization to make sure that they are taking decisions in an appropriate manner, effort is needed to be made on their part to make sure that how they are going to be taking care of these long-term issues in an appropriate manner (Kochan et al, 2016). There has been repeated effort by the organization to make sure that how the issues that are faced in terms of the diversity management are going to bet akin care off by the organization at the given point of time (Dotson & Nuru, 2012). They have resurfaced the human resource department, as well as tried to bring on board a host of diversity managers to make sure that the situation could be handed in an appropriate manner but to no avail (Dotson & Nuru, 2012). Thus, there is serious issues that are faced by the organization when it comes to making sure that how they are going to bring on diversity in terms of the organizational demographic (Lightfoote et al. 2014). One of the ways through which though it can be done is by making sure that the systems approach is brought on board (Dotson & Nuru, 2012).

# Using Systems Approach to Increase Diversity in the Organization

Systems approach is one of the ways that has been used to make sure that the structural improvements are brought into the organization, but the long-term issues regarding the diversity and the equal opportunity can also be resolved if the systems approach is being used in an appropriate manner (Dotson & Nuru, 2012). One of the ways through which the systems approach can be used to is to make sure that the understanding and the analysis of the long-term issues of the organization in terms of the way hiring process is being are needed to be kept in mind are going to be looked at (Kochan et al, 2016). Once the perspective is developed in this regard, effort is needed to be made to make sure that all the major stakeholders that are involved in the decision making process are brought on board and a comprehensive plan is developed with regards to what are some of the changes that are going to be brought in to make sure that the diversity issues that are faced in the organization are being taken care off at an appropriate level (Kochan et al, 2016). In that way, greater diversity can be achieved.

**References**

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