Diversity and inclusive culture in organizations

Your Name (First M. Last)

School or Institution Name (University at Place or Town, State)

**Accenture and Kaiser Permanente; diversity and inclusion programs**

At present, the world has become a global village and people from different races, nations, gender, and color work together for achieving the set organizational goals. Diversity at the workplace points toward the total makeup and development of employee workforce and at the same time it points towards the amount of diversity included. Organizational diversity means the difference in personality traits such as age, marital status, gender, color ethnic origin, religion and nationality, etc. Most of the companies know that diversity could play an important role in boosting productivity, financial performance, and innovation. Taking a look at the performance and efforts being made for promoting diversity, two companies are very famous Accenture and Kaiser Permanente. Both of these companies have successfully implemented diversity and inclusion programs.

**Key factors to the success of diversity**

Companies policies of Accenture regarding diversity is among the main factor that has made it a successful company. It believes that discrimination should be discouraged no matter who is being victimized and against for any of the differences such as age, disability, ethnicity, gender identity, sexual orientation and color voice should be raised (Daugherty et al, 2019). Key factor of its success is its diversity training which is categorized into three categories i.e. awareness regarding diversity (helping people in making them understand of the benefits of the working in a diverse organization), management of diversity (to equip higher management in managing diversified organization) and professional development (ethnically diverse groups i.e. women, minorities and LGBT people skillful for achieving success).

**Impact of factors on Accenture**

Diversity and inclusive culture are giving confidence to the ethnic minorities and women are being given prominent representation in HR. impact of the promoting of diversity and inclusive could be seen in Accenture by taking a look at the hiring of 18,000 employees who belong to diverse backgrounds. An increase in the number of women employees in Accenture could be viewed as a positive impact on diversity. For in 2016 the number of women in the workforce was 10,000 but it is expected that in 2020 women in the workforce would increase up to 40%

**Kaiser Permanente to the success of diversity**

It is promoting the idea of having no racial majority at its workplace as around 60 % of its employees comprises people of different colors. It is trying to create a workforce that would be culturally sensitive and focuses on the elimination of then cultural barriers of communication by teaching language skills to its employees (Shaw et al, 2019, p. 11-13). Cultural competence, inclusion, and diversity are the key factors of success of Kaiser Permanente and their framework of diversity comprises of Board of Director who mandated the National Diversity Agenda to achieve the following

* Planning to increase its membership by implementing approaches of market segmentation
* Provision of cultural competence for increasing the provision of improved health services to the diverse group.
* Efforts for increasing skills and performance of the diverse workforce.

**Impact of factors on the organization**

Implementation of the diversity in Kaiser Permanente is assisting the provision of better healthcare services to the people. Diversity is positively influencing the working environment of this organization and Kaiser P is responding to diverse populations who are seeking their help in the field of healthcare (Copeland et al, 2019, pp. 43-59). Positive impacts of implementing diversity become evident when it is providing high-quality health care services to its employees and communities it is working in. diversity has made it possible for Kaiser Permanente to provide affordable and accessible healthcare especially to those who are belonged to underserved and vulnerable communities.

**References**

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