DQ5040

Your Name (First M. Last)

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

**Compare the diversity program of Coca-Cola to Kaiser Permanente:**

Coca-Cola is one of the international companies of beverages that were founded by John Stith in 19th century. It is one of the few companies that dominated the market place in the 20th century. While on the other hand, Kaiser Permanente is a healthcare industry. When the diversity programs of both these companies are discussed following facts are found:

Coca cola beliefs that diversity of the company cannot rely on "policies and practices." Diversity program of this company is based on the fact that diversity is concerned with what they are as a company and as a company how they perform and where they see them as a company in future." Diversity is claimed as heart of this company as they tries to create a healthy work environment where they would provide equal access to information, development and opportunity. They are rich in diversity, talent, and ideas where they try to provide an inclusive workplace environment (Veale,et,al,1995). By giving a healthy environment, they are seeking to leverage global team of associates. One of the main focuses, being a global business is to understand and know about their abilities how they should operate in this multicultural world of marketplace as well as the workplace. They have a vision of promoting diversity and equality. Coca-Cola believes that for strengthening the global talent pipeline enhanced diversity is one of their fundamental tools (How Coca-Cola Built Strength on Diversity. (2008)). Female workforce is a critical figure of their work, as according to the statistics of this company there was an increase of 47.2 % females from 2016. They wanted to increase the multicultural talent in both mid and senior-level leadership roles. The overall statistics of the diversity of coca cola is 32.3% in 2017. There are nine bottles that provide information about the strategies and initiatives regarding diversity across the globe that helps them in defining the system, practices that would be supporting the idea of diversity.

In comparison to coca cola, Kaiser Permanente is one of the largest care organizations of the United States, and there is no reflection on the racial majority when it comes to the workforce. 60% of the staff comprises of people of color that shows the diversity of people in this company (Copeland,et,al,2019). Another significant comparison that could be seen in both the given companies is that almost half of the executive team consists of females and nearly one-third of the physicians are females too. Their main agenda about diversity is to provide medical care that would be culturally accepted (Zeitler,et,al,2018). Kaiser Permanente is on number one on the Diversitylnc list for the last six years. One of the primary goals of this company is to provide culturally competent medical care and appropriate services that would be readily acceptable for culture for improving the health conditions and satisfaction of the high increased diverse membership. Diversity is one of the factors for the success of this company throughout the seventy years (Cox Edmondson,et,al,2009). According to Bernard J. Tyson "We continue to ensure that our workforce- at all levels and in every corner of our organization- represents the diverse members, customers, and communities we are privileged to serve." Kaiser Permanente has been recognized as one of the best organization that provides the best place of working by Human Rights. According to the LGBT Healthcare Equality, in 2016 Kaiser Permanente’s 38 hospitals were recognized as Leaders (Baudendistel,et,al,2018). They believe that they value collaboration and the respect that they give to each other which makes them strong while cherishing the differences that help us in becoming rich. They want to provide affordable, high-quality and culturally acceptable health care services to all their members and communicates that need the services.

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