ASSIGNMENT 2 DIVERSITY AT CISCO

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***Introduction***

Management of the business is not an easy task, especially when the organization is big. No matter what is the size of the company or the organization, the owner or the managers have to take special care in order to keep the operations of the business running smoothly. This management becomes much more important and complex when the business is being operated at a global level (“Work Group Diversity | Annual Review of Psychology,” n.d.). At this stage, the managers have to take special heed in order to handle the employees from different areas and cultures in addition to keeping them happy and satisfied. This phenomenon of different people coming together from different geographical areas, cultural backgrounds, and even religions to achieve a common goal is known as diversity and practice to handle them effectively is known as management of diversity.

Many companies operating in Australia have been managing diversity in a very successful and tactful way. One such organization is Cisco Systems, Inc. Cisco Systems, Inc. operates in Silicon Valley in the area of networking hardware and software. The tech giant deals in the manufacture and sale of networking hardware and software, equipment related to telecommunication and various other high-technology products and services (Hunt, Layton, and Prince, 2015). The following piece of writing will look into the details of the practices being carried on at Cisco Systems, Inc. These details will also highlight that whether the technology giant has any specific policy related to diversity, has to the company won any reward in the area of diversity and are there any complaints against the tech organization regarding the question of diversity.

***Discussion***

Cisco Systems, Inc. has been handling its operations very successfully along with great precision. Whether it’s in the area of production or marketing, or managing the diverse culture on its floors, Cisco has always been ranked on top ranks in various charts regarding the treatment its employees and how it handles and promotes a diverse culture in its workspaces (“On the Gateway Diversity for High Throughput Broadband Satellite Systems - IEEE Journals & Magazine,” n.d.).

*Policy regarding Diversity*

If we closely look at the website of Cisco, it contains a statement that has been clearly mentioned at a very prominent place:

“We see inclusion and diversity as essential to fueling the power of connection.” (“Diversity, Inclusion, and Collaboration at Cisco - Cisco,” n.d.)

This statement clearly indicates that Cisco Systems, Inc. values diversity very highly and takes the areas of inclusion and diversity very seriously. Another statement that highlights the importance of diversity and diverse cultures for the Silicon Valley Ruler is

“Our bold new strategies are designed to change the equation for diverse talent.” (“Diversity, Inclusion, and Collaboration at Cisco - Cisco,” n.d.)

*Diversity Officers*

Cisco Systems, Inc. has a number of officers specially designated to keep a check and balance on the practices of diversity. In addition to this. These officers make sure that all employees are being treated equally irrespective of their age, color, gender, nationality or religion.

*Diversity Workshops*

Cisco Systems, Inc. conducts regular workshops in its vicinity in order to propagate information and knowledge about diversity so that the employees may learn to respect the culture and values of the other employees as well (“Comparing super-diversity: Ethnic and Racial Studies: Vol 38, No 4,” n.d.). In addition to this, these workshops also help the employees to learn multiple new aspects of the culture of the other people.

*Diversity Goals in the Mission*

Cisco Systems, Inc. believes in flipping the equation through a diverse and inclusive culture. Even the mission statement of the networking and computing master tells the same story.

*“To shape the future of the Internet by creating unprecedented****value****and opportunity for our customers,****employees****, investors, and ecosystem partners.”*

This mission statement clearly elaborates that Cisco values and takes care of its employees very much (“Cisco Mission Statement Analysis and Vision [2020 UPDATED],” n.d.). It does not only focus on earning profit and increasing its sales but also on the satisfaction and well-being of its employees so that they can grow and prosper in a dynamic environment.

*Has Cisco won any award in the area of Diversity?*

As it can be clearly seen that Cisco Systems, Inc. takes its diversity issues very seriously and values diversity greatly. In fact, it has received a number of awards and acclamations regarding its practices in the area of diversity. Recently, Cisco had been ranked at the second position by Fortune in its 100 ideal workplaces for diversity list of 2019 (“Cisco Ranks #2 on Fortune’s 100 Best Workplaces for Diversity List for 2019 - Cisco Blogs,” n.d.).

*Complaints regarding Diversity at Cisco*

It is surprising to learn that Cisco Systems, Inc., one of Silicon Valley’s best employers has almost never received any complaints regarding diversity. Although there have been false accusations on the tech giant about practicing discrimination on the basis of gender and nationality, however, they have been shunned on the basis of non-availability of any solid evidence (“Cisco accused of employee discrimination – The Mercury News,” n.d.).

**Conclusion**

In a nutshell, it can be seen that the management of such a large number of employees and maintaining a balance between all these employees is not an easy task, but the Cisco makes it look like a piece of cake. The managers and masters working in Cisco Systems, Inc., know their job very well; they have an idea that diversity is a very sensitive issue and maintenance of a healthy and workable balance between the employees of all the types is a very delicate job, but they are successfully doing their job and constantly striving to maintain this balance. This is the very reason that Cisco Systems, Inc. has been ranked as one of the most favourite employees to work for in the Fortune 100 list.

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