**To:** ABC

**From:** Name of the Student

**Date:** XX/XX/XX

**Subject:** Lack of Diversity at the Workplace

One of the major issues that is being faced by the organizations these days is that how they are going to be making sure that they bring enough diversity on board. Especially when it comes to the gender ratio, the organizations these days are expected to make sure that they take steps in this regard. Despite this fact, there are many organizations that has not done enough when it comes to making sure that they deal with the issue of the diversity in an appropriate manner and the strides are needed to be made in this regard. The other aspect in terms of the way diversity is needed to be taken care off is that how serious are the organizations when they are expected to be dealing with the issues of diversity. Both the selected articles provide plenty of insight about how important it is for the managers to make sure that they take care of the diversity but also some of the issues that are faced by the organizations when they are trying to make their workplace more diversified. There is lot of resistance that is faced by the businesses when it comes to the way diversity program are needed to be managed. The problem is that despite all the goodwill that is created when it comes to the way diversity is needed to be dealt with, the major problem that the organizational stakeholder’s are needed to be taking care off is that there is always going to be resistance if there is an effort to make sure that the much more diversified workplace is needed to be created. The other problem is the underlying approach that is being used by the organizations when they are trying to be more diverse. What it means is that despite the lip service that is being made in this regard, the fact remains that there is a need to make sure that the much more effort is needed to be put in as far as the way diversity is needed to be managed at the level of the organization. As the organizations are not sincere most of the times, they are unable to implement the diversity programs in an effective manner to get things done at the broader level to say the least. Then there is major issue of how consistency is missing from the range of initiatives that are needed to be taken by the organizations as far as the way they are supposed to be taking care of the diversity. What it means that despite all the lip service that one gets to see with regards to the gender diversity and removal of the pay gap, the perception is that him the long run, there is lot of effort and the intention of the part of the organization is to make sure that they make the most benefit out of the diversity programs instead of doing something meaningful out of it. The other thing that disrupts the original intent of the program is that how the whole program is disrupted is due to the fact is that the leadership at the level of the organization is not really committed to the way this whole issue is needed to be addressed at the first place and how the broader issues are needed to be brought in to make sure that the issue is being resolved in an appropriate manner to say the least. So much greater effort is needed to be put in this regard.

 These are some of the issues that are faced by women, but the situation is much more difficult when it comes to some of the other alternative communities. What happens is that they have to face much more difficulties as far as the way broader social challenges are needed to be adopted to. The challenge that they face is that most of the times, the funding outlet that they need to be working upon as well as some other particulars are not provided to them. As the required level of support is not being provided to them, they have a hard time gaining support and gaining acceptance at the broader level. The realization is needed to be made by the organizational stakeholders that the leaders and the people who are advocating for the cause of the alternative communities deserve to be provided support with. One of the ways through which their level of support can be increased is that they should be provided funding in a much more apt manner. Not only that, effort is needed to be made to make sure that the all the promised financial support hat is up in the charter of the organizations and educations support. By allowing the participation in a much more natural manner and making sure that these communities is one of the key things that is needed to be done. The diversity is an important aspect in the organizations these days. One of the most common conundrums that organizations face is why their diversity and inclusion (D&I) programs are ineffective. D&I is an oft-used buzzword that companies are now starting to invest a lot of time and resources into, but many companies struggle with creating training programs and implementing systems that produce real changes. Despite the popularity of D&I, organizations grapple with how to overcome “diversity fatigue,” a term coined to mean diversity efforts that are lip-service and simply for face value.

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