

The Intersection of Diversity, Equity, and Inclusion in Management Practices: A Descriptive Study

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DOI:10.48047/pne.2018.55.1.74

Abstract

When it comes to management practices, the intersection of diversity, equality, and inclusion (DEI) is essential for fostering an environment that values and supports workers from all backgrounds. People from many racial groups, religions, castes, and gender identities make up India's workforce. In order to ensure that all employees feel appreciated, respected, and treated equally, management must adopt DEI practices. Offering inclusive training courses and workshops, forming diversity councils, encouraging diverse hiring and retention, developing mentorship programmes for underrepresented groups, and ensuring that management teams reflect the diversity of the workforce are all examples of effective DEI management practices. Organizations in India may build an inclusive culture that fosters productivity, innovation, and creativity by embracing DEI practices. This can then result in improved decision-making, greater worker happiness, and a better reputation in the community. Organizations must realize that diversity offers an opportunity to improve their workplace and better serve their clients as well as a means of complying with the law. Organizations in India can set the bar for developing a fair and inclusive workplace for all employees by adopting DEI practices.

Keywords: Diversity, Equality, Inclusion (DEI), Management practices, Training courses, Mentorship programs, Inclusive culture

Introduction

According to Pretty et al. (2009), one significant area of concentration for conservation efforts is the meeting point of ecological diversity and cultural diversity. This underlined the fact that, because many indigenous populations have strong cultural linkages to the natural environment, the

loss of biological diversity is frequently accompanied by the loss of cultural diversity. As a result, conservation initiatives that are only concerned with biological diversity risk ignoring the crucial cultural aspects of conservation. It was argued that successful conservation initiatives that involve all groups require an integrated strategy that acknowledges and values both types of diversity. This entails recognising the rights and expertise of local and indigenous groups in conservation decision-making and utilizing their customs and expertise in conservation initiatives. In addition to conservation efforts, all facets of society, including management procedures in Indian organizations, must recognise and value variety. Organizations may develop an inclusive and equitable workplace that supports and empowers people from all backgrounds by implementing diversity, equity, and inclusion (DEI) practises. Promoting diversity in leadership positions, cultivating an inclusive workplace culture, and providing opportunity for training and development for groups that are underrepresented are all examples of effective DEI practices. Organizations may establish a workplace that values and supports people from all backgrounds in India by implementing these practises.

A key problem that has been examined in multiple analyses is the intersection of diversity, equality, and inclusion (DEI) in management practices in India. Since gender and various kinds of identity are intertwined, Haq (2013) brought attention to the difficulties that women in India confront. This shows that women in India experience prejudice frequently because of their caste, religion, or regional origin, which may limit their professional options and prevent them from moving forward in the workplace. In order to ensure that all employees are treated equally and to advance diversity and inclusion, it is crucial that organizations in India adopt effective DEI practices.

An in-depth evaluation of DEI practices in organizations, particularly in India, is given by Bendl et al. 2015. This emphasized the value of DEI in raising organizational performance and creativity. Promoting diversity in leadership positions, cultivating an inclusive workplace culture, and providing underrepresented groups with opportunity for training and growth are all examples of effective DEI management practices. Organizations in India can foster a work atmosphere that values and supports people from diverse backgrounds by adopting DEI practices. This can result in improved decision-making, more employee happiness, and a better reputation in the community.

Literature Review

A significant area of focus for management practises in India is an intersection of diversity, equity, and inclusion. A workplace that is more inclusive and equitable and that promotes and empowers people from all backgrounds can result from employing effective DEI practices. Organizations in India can foster a work environment that values and supports people from all backgrounds, which will lead to better decision-making, increased innovation, and improved organizational performance by acknowledging and addressing the difficulties faced by underrepresented groups, including women, and adopting DEI practices like promoting diversity in leadership roles and providing flexible work arrangements. The many characteristics of workplace diversity and their effect on organizational success are thoroughly outlined in Konrad et al. 2005. This highlighted the necessity for businesses to adopt diversity, equity, and inclusion (DEI) practices in order to build an inclusive workplace that supports and empowers people from all backgrounds. DEI practices are significant in Indian management because they help improve organizational performance, increase innovation, and improve decision-making.

Chawla and Sharma (2016) provide a thorough analysis of the upward mobility of women in Indian industry. It brought to light the difficulties that women experience at work, such as sexism and gender stereotypes, a lack of opportunity for professional advancement, and problems juggling work and family obligations. Women's career advancement in Indian industry can be assisted by effective DEI practices, such as encouraging gender diversity in leadership positions and providing flexible work schedules. This emphasizes the value of developing an environment at work that values and supports people from diverse backgrounds, particularly women. Ghosh (2016) examines the frequently discussed areas of human resource development (HRD) in India's context of gender and diversity. This emphasized the necessity for organizations to acknowledge and address the difficulties experienced by underrepresented groups, including women, LGBTQ+ people, and people from minority racial and ethnic backgrounds. This revealed that HRD interventions, such training and development programmes and diversity initiatives, might help the

professional development and advancement of underrepresented groups, underscoring the significance of DEI practices in management practises in India.

The level of gender equality in the workplace was explored by Kaushik et al. (2014), who also looked into gender issues in Indian organizations. It was shown that while many Indian organizations assert to have gender-inclusive policies, they frequently do not have adequate implementation and monitoring systems. This further emphasized the significance of developing a welcoming workplace atmosphere that respects inclusivity and diversity. Organizations can do this in order to draw and keep bright people from a variety of backgrounds, which will boost their capacity for creativity, innovation, and productivity. Balasubramanian (2013) emphasized about the significance of inclusiveness, gender equality, and corporate governance in India. This emphasized the need for businesses to acknowledge the ways in which gender intersects with other facets of diversity and to put in place procedures and policies that advance inclusivity and equality for all genders. According to this, businesses that prioritise diversity and inclusivity in their governance model can enjoy long-term gains in performance, employee satisfaction, and brand reputation. Indian family life is examined by Chowdhury and Patnaik (2013) along with how it affects gender perceptions at work. This emphasized the difficulties women experience as a result of cultural expectations and established gender norms. This indicated that businesses needed to be aware of these issues and put policies in place to facilitate flexibility, work-life balance, and women's empowerment in the workplace. By doing this, businesses may develop a more diverse, equitable, and inclusive workplace that fosters employee engagement and motivation.

Marfelt (2016) addressed on "grounded intersectionality." As a relational and dynamic process where several forms of identity cross and influence one another, intersectionality should be understood. The grounded intersectionality approach highlights the importance of comprehending how people live their lives in relation to their social and cultural settings. This method emphasizes how crucial it is to take into account various viewpoints and knowledge sources when doing diversity research. Grounded intersectionality can offer a useful framework for comprehending the complicated and changing nature of diversity and inclusion concerns in the workplace in the context of Indian management practices. Intersectionality work has the ability to challenge established power structures and advance social justice, according to Woodhams and Lupton's

(2014) viewpoint. Pluralism, which entails integrating quantitative and qualitative methodologies as well as involving other stakeholders in the research process. Adopting a transformative and emancipatory approach to diversity research can aid organizations in identifying and addressing systemic barriers to equality and inclusion in the context of management practices in India.

Van Ewijk (2011) examined the key distinctions between diversity and diversity policy, highlighting the demand for a critical and reflective approach to diversity management. The representation of marginalized groups is frequently the main emphasis of diversity programmes, which frequently ignore the structural and power imbalances that underlie these gaps. This emphasized the significance of going beyond surface-level diversity initiatives and engaging in deeper, systemic transformation in the context of management practices in India. Organizations can aim to create more equal and inclusive workplaces by taking a critical and reflexive approach to diversity management.

Objective:

The intersection of diversity, equity, and inclusion in management practices

Methodology:

This study is descriptive in nature in which the data were obtained from the 210 respondents to find the intersection of diversity, equity, and inclusion in management practices. A checklist question was used to analyze and interpret the data. In a checklist question respondents choose “Yes” or “No” for all the questions.

Data Analysis and Interpretations:

Table 1 The Intersection of Diversity, Equity and Inclusion in Management Practices

SL No.	The Intersection of Diversity, Equity and Inclusion in Management Practices	Yes	% Yes	No	% No	Total
1	Improved decision-making	185	88.10	25	11.90	210

2	Greater worker happiness	180	85.71	30	14.29	210
3	Better reputation in the community	176	83.81	34	16.19	210
4	Opportunity to improve their workplace	189	90.00	21	10.00	210
5	Better service to client	170	80.95	40	19.05	210
6	Compliance with the law	175	83.33	35	16.67	210
7	Fosters productivity, innovation and creativity	183	87.14	27	12.86	210

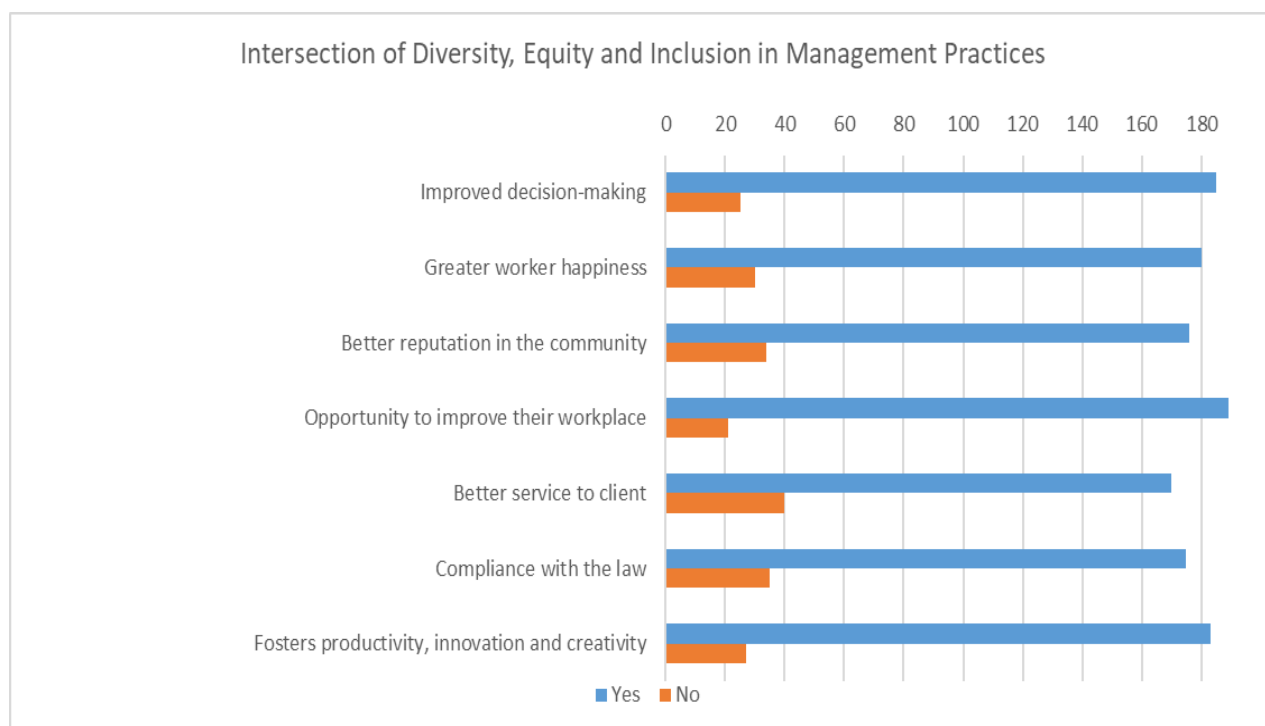


Figure 1 The Intersection of Diversity, Equity and Inclusion in Management Practices

Table 1 and Figure 1 show the intersection of diversity, equity, and inclusion in management practices. It was found that around 90.0% respondents accept that DEI creates opportunity to improve their workplace, improves decision-making (88.1%), Fosters productivity, innovation and

creativity (87.1%), greater worker happiness (85.7%), Better reputation in the community (83.8%), compliances with the law (83.3%) and helps in better serving to the client (80.9%).

Conclusion

In conclusion, a successful and fair workplace depends on the confluence of diversity, equality, and inclusion (DEI) in management practices. Organizations may create an environment where all employees feel valued, respected, and empowered to contribute their distinctive ideas and abilities by embracing the DEI principles. To do this, management must put diversity first and work hard to hire and keep people with a variety of backgrounds and identities. Employers must make sure that all workers receive equal opportunity for development and progress in addition to merely hiring diverse talent. Managers must be committed to equity in order to aggressively seek out and remove systemic obstacles to success. Inclusion in managerial practices is essential for DEI. It is the responsibility of leaders to foster an environment where employees feel free to share their opinions and are given the tools they need to contribute fully to the business. This entails giving emphasis on open communication, actively seeking out various viewpoints, and encouraging a sense of community among all staff members. Organizations can gain a variety of advantages by implementing DEI concepts into management practices, including more innovation, better decision-making, and higher employee engagement and retention. Embracing DEI may also assist businesses in improving how effectively they reflect the communities they serve and forging closer connections with stakeholders and customers. DEI is a continuous process of growth and development rather than a box to be checked, to sum up. Organizations that put a higher priority on DEI in their management practices will be better able to thrive in a world that is more varied and connected.

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