

УДК 338.488.2:640.43

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DIVERSITY AND INCLUSION

Creating diverse and inclusive workplace focused on respect and appreciation for differences in age, gender, race, ethnicity, sexual orientation, disability, religion, and other dimensions that are that are intrinsic to who we are.

Defining inclusion as being valued, respected and involved with a shared understanding that our differences are our strength. Together diversity and inclusion make business stronger – more innovative, competitive and creative, this allowing us to better serve employees, clients, shareholders, and communities [1].

The DEI committee is committed to supporting the organisation's culture and providing the tools and knowledge where all employees feel respected and appreciated for who they are. The committee is focused on fostering open communication and education on diversity and inclusion to create a supportive and inclusive environment at the company

An Affinity group consists of individuals with common interests backgrounds and/or experiences that come together to support each other.

Bias is disproportionate weight in favor of or against an idea or thing usually in a way that is closed-minded, prejudicial or unfair.

Examples of bias include: performance bias, attribution bias, likeability bias, maternal and Paternal bias, affinity bias, double Discrimination.

Recognising Bias:

- We all fall into bias trap even without realising it.
- Recognise it exists but don't make an excuse.
- Recognise why it is a problem that needs solving.
- Recognise that it make it harder for certain groups to excel at work, to be promote or to be heard.
- Look at it at work, university and home life and understand how to avoid or correct it.

- Always give people a benefit of the doubt.

Why it happens?

- Rooted in gender stereotypes.
- Women are more expected to be more committed to family and less to their careers.
- The reverse is true for men. Men can be penalized when they go against this and prioritise family.

What can you do?

- Stand up for your colleague.
- Point out family time is good for workers, families and companies.
- Remind them no one should choose between been a good employee or a good parent.

Keywords: diverse, inclusive.

References

1. [Electronic resource].– URL: <http://www.nrcu.gov.ua/>.