Top Five Myths of Workplace Diversity Programmes

Chances are that your organisation promotes workplace equality, diversity and inclusion through training and programmes.

At the very least, you, as an employee, have probably read a paragraph or two on equality, diversity and inclusion benefits in the employee handbook.

You may ask yourself, “What’s the big deal about equality, diversity and inclusion anyway?”

The truth is, many employees, employers and even HR practitioners do not understand the need for or the benefits of, workplace diversity training programmes beyond a legal formality (what we call the Tick Box Approach).

There are many myths associated with equality, diversity and inclusion programmes in the workplace; it is our job to debunk these myths so that your organisation embraces the facts about diversity training; it makes good business sense, it is the right thing to do, it is a legal/moral responsibility.

Myth 1: Diversity Programmes are only good for being “politically correct”.

On the contrary, diversity benefits are much more than just “political correctness”. Diversity programmes are an opportunity to separate your organisation from competitors.

A diverse workforce attracts a wider and larger array of clients, because people feel most comfortable doing business with a company that they believe reflects themselves.

Additionally, an honest effort for equality, diversity, inclusion and acceptance in the workplace creates a culture of respect, which in turn protects an organisation’s reputation and profile.

‘PC’ in this case means Professional Competence around equality, diversity and inclusion matters.
**Myth 2: Diversity Programmes are just another form of Equal Employment Opportunity/ Positive Action.**

There are many intrinsic differences between EEO/PA and diversity programmes. While EEO/PA are government-initiated, workplace diversity programmes are voluntary and driven solely by the Employer.

Another difference is that EEO/PA is reactive, while Diversity Programmes are proactive; diversity focuses on future opportunities, rather than proven problems.

**Myth 3: Diversity is the HR department's responsibility only.**

No, workplace diversity is the responsibility of everyone within any organisation. Diversity benefits are only possible through the efforts of managers, supervisors and employees, along with HR personnel. Diversity training explains the responsibility of everyone within a workforce when it comes to diversity.

**Myth 4: Promoting diversity doesn't prevent discrimination.**

Promoting diversity within the workplace actually tremendously prevents discrimination.

Again, an effort for equality, diversity and inclusion creates a culture of respect. Discrimination is highly unlikely in a workplace culture that values respect enough to promote diversity.

Diversity programmes not only explain differences, they teach how to embrace variety. Embraced differences result in a lack of discrimination.
Myth 5: Diversity training is unnecessary.

Proper equality, diversity and inclusion training is absolutely necessary, as it is the only way to ensure maximum diversity benefits for your organisation.

Equality and Diversity UK Ltd’s equality, diversity and inclusion training teaches everything from uncovering implicit bias, to respect and inclusion, to leading/managing a diverse organisation.

It’s important to remember that diversity benefits are far-reaching. Diversity programmes create a workplace culture of respect that prevents discrimination and increases an organisation’s bottom line.

Now that the myths have been debunked and the truth about diversity programmes have been revealed, it’s time to put this valuable information to work.