

# DIVERSITY AND INCLUSIVITY IN THE ORGANIZATION

## INTRODUCTION

Currently, organizations do not show a realistic image of society. Organizations discuss diversity and inclusivity, but have not taken it into practice yet. The reason why it is important is often known, but the way to get there is not. Organization MP struggles with this as well.

## RESEARCH QUESTION

How can MP increase their level of diversity and inclusivity within the organization and what are the potential benefits?

## METHODOLOGY

Qualitative case study

### Data collection

1. Field research
2. Semi-structured interviews with the board members and managers
3. Survey among the rest of the employees

## RESULTS

- Not every manager understands why the organization wants to be diverse and inclusive, or knows what it means.
- There is no strategy for attracting people from underrepresented groups.
- The hiring process allows for biased decision-making.
- The board consists of only Dutch males.
- The world does not know what MP is currently doing in terms of diversity and inclusivity.

## CONCLUSION

- The level of diversity and inclusivity within MP can be increased by:
- taking a holistic approach that involves the whole organization;
  - avoiding bias in the hiring process by making it more structured;
  - promoting diversity at the top of the organization;
  - communicating their progress on the matter to the world.
- This potentially leads to more innovation and new opportunities for the organization.

## TOWARDS AN INCLUSIVE SOCIETY

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