

> Diversity and Inclusion



What are the obstacles faced in implementing effective D&I practices?



Undefined Strategies

One of the key barriers to implementing effective D&I programmes comes from ill defined strategies. Some organisations face resistance, especially where this may represent a more broad organisational culture shift.



Data Collection

One of the key aspects of delivering these programmes is data collection. While a lot of organisations do collect this information, some individuals are not comfortable sharing this information making it difficult to assess an organisations performance.



Workplace bias

Workplace bias is a difficult challenge to overcome and delivering internal policies and assurances to mitigate against this is not always straightforward.



Investment

As D&I practices have not been a focal point previously, organisations often have to look externally and build pipelines for the future that can come as cost. While the latter will yield results down the line, the price of immediate solutions can be costly given market forces.



Wider society

There are multiple drivers outside an organisation that make different elements of implementing D&I solutions more difficult. A lack of equity and issues experienced by different groups can lead to groups falling behind if D&I is not addressed in the wider society.

Where next?



Large organisations have a hunger to have synergy with societal priorities and have made large investments in delivering this for the future. Following on from the UK governments directive to release information on pay gaps, there has been major progress and effort to ensure these issues are addressed. With the current focus on D&I, organisations will move head on to meet these challenges.

