

In this day and age, diversity is essential in every workplace and union. Organizations, including unions, should avoid fulfilling a quota to have a diverse workplace or management team. There are various methods unions can use to boost diversity, which includes communication, cultural training and education, flexible policies, inclusive leadership, collaboration, and regularly revising current methods. The method that stands out to me when being fairly represented diversity-wise is inclusive leadership and flexible policies.

Inclusive leadership may assist the union with ensuring individuals feel treated fairly, respected, and valued, and leadership can make up to a 70% difference in that aspect (Bourke & Titus, 2020). When it comes to the traits of inclusive leaders should include humility, awareness of bias and cultural intelligence (Bourke & Titus, 2020). As a leader, it is essential to create a space where everyone feels comfortable contributing and where the leaders can accept responsibility for any mistakes (Bourke & Titus, 2020). A humble leader recognizes they are not the most competent person in the room (Hayman, 2018).

Awareness of bias shows that leaders are well aware of blind spots and flaws in the system (Bourke & Titus, 2020). Bias can come from overconfidence, ultra-positivity and power (Ruiz, 2020).

Techniques leaders can use to overcome their biases, and blind spots are to audit their decisions and outcomes and develop an open culture that ties into humility (Ruiz, 2020). Lastly, cultural intelligence (CQ) links to emotional intelligence (Earley & Mosakowski, 2004). Leaders with high CQ assist in bridging gaps and knowledge within organizations about the different cultures and educating their team (IESE Business School, 2015). To gain cultural knowledge, individuals can use

resources such as movies, books, podcasts, travelling, working with or talking to people from different backgrounds (IESE Business School, 2015).

Flexible policies and benefits include floating holidays or working remotely and flexible work schedules (Dewar, 2023). For example, not everyone celebrates Christmas, and they have their cultural/religious holidays, which are not recognized by the federal government (Dewar, 2023). Having floating holidays would allow employees to work Christmas or Easter and take that day off for Eid, Diwali, Hanukkah, and other important dates. Working remotely has become the new norm since the pandemic. Many parents and individuals prefer working from home for many reasons, such as kids, school, travel time and cost (Dewar, 2023). If employees can work remotely while ensuring the data is secure, the unions and organizations should work together to make it an option for employees. Additionally, flexibility in work schedules also impacts employee retention and satisfaction. Some may want to align their work schedules with school schedules or personal preferences to work early or start later (Dewar, 2023).

However, being flexible with benefits and policies reflects the leadership team and how inclusive they are. Furthermore, no single approach will suit all situations. Therefore, a combination of methods may be adapted to foster a diverse environment where employees can be represented fairly.

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