The Influence of Diversity Architecture on Organization Design

What is the Diversity Architecture Framework©

The Diversity Architecture Framework© offers a comprehensive strategy for seamlessly integrating diversity into the core of an organization, standing as a foundational structure that shapes every facet of an organizational landscape. Emphasizing the interconnectedness of various dimensions, this framework ensures that diversity becomes intrinsic to an organization's DNA. It goes beyond traditional silos, intricately weaving diversity into the very fabric of operations.
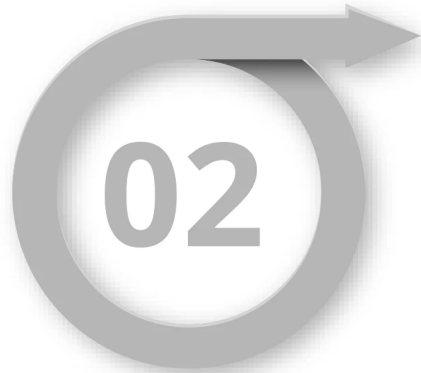
NINE DIMENSIONS OF THE DIVERSITY ARCHITECTURE FRAMEWORK:

01

Talent Composition:

Focuses on creating a diverse workforce by promoting inclusivity and equity in recruitment, talent acquisition, and leadership development. It emphasizes the importance of representation across various demographics.

02

External Engagement:

Involves engaging with external stakeholders, such as customers, suppliers, and communities, not only to promote diversity and inclusion within the organization but also to expand the market reach and impact.

03

Metrics, Data, and Transparency:

Emphasizes the importance of establishing measurable metrics to track diversity progress, ensuring transparency in reporting. This dimension promotes accountability and facilitates data-driven decision-making. It also encompasses the collection and analysis of data to identify patterns, measure progress, and make informed decisions regarding diversity and inclusion efforts.

04
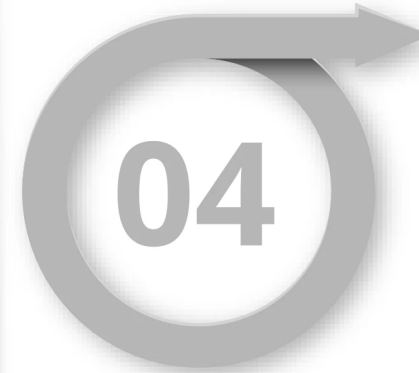
Policies:

Encompasses the establishment of inclusive policies that support diversity and inclusion initiatives, providing a formal structure to guide organizational practices and behaviors.

05

Training and Change:

Addresses the need for continuous training and development programs that incorporate learning to facilitate change in behavior or improvement in systems and processes within the organization.

# NINE DIMENSIONS OF THE DIVERSITY ARCHITECTURE FRAMEWORK:

06
ORGANIZATIONAL CULTURE:

Recognizes that an inclusive culture is pivotal for the success of diversity initiatives. This dimension explores ways to cultivate a workplace culture that values diversity, equity, and inclusion while also considering employee experience, engagement, and wellness.

07
READINESS FOR CHANGE:

Focuses on preparing the organization for change and adaptation to diverse perspectives. It involves having the desire, ability, purpose, and feasibility to make changes. This dimension also considers the provision of physical accommodations for diverse needs and the creation of an inclusive environment for neurodiverse employees as key components of the organization's commitment.
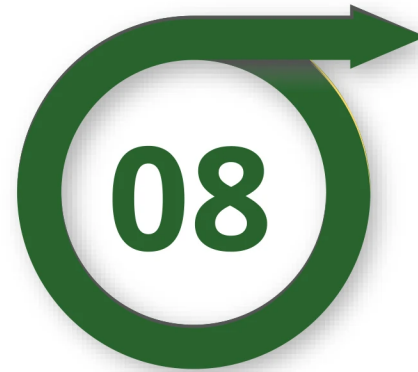
08
STRATEGIC GOAL SETTING:

Involves aligning diversity and inclusion goals with the broader organizational strategy. This ensures that diversity becomes an integral part of the organization's long-term vision and objectives.

09
ACCESSIBILITY INCLUSION:

Focuses on ensuring that organizational resources, opportunities, and benefits are accessible to all individuals, making accommodations for physical disabilities, acknowledging neurodiversity, and adhering to thorough accessibility guidelines, ensuring inclusivity in various aspects such as websites, meetings, and events.

How Does this Align with the Organization Design?

Like the Diversity Architecture Framework©, the **organization design process** involves a systematic and holistic approach to aligning and integrating all aspects of an organization to achieve its strategic objectives.

Are you incorporating diversity in your design work; if so, where in the process do you consider it?

What role do we, as organization designers, play in ensuring that diversity is a primary consideration at the beginning of our work?
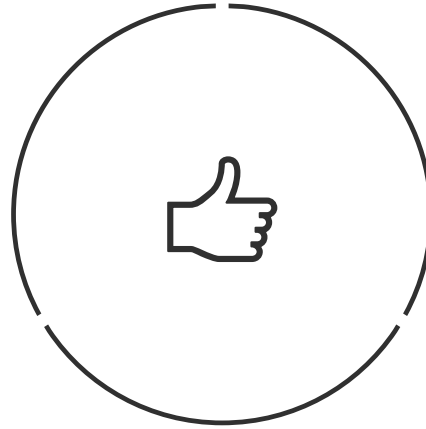
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Resources

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Diversity Readiness Assessment Full Report Example – Brooks Enterprise (brooks-consultants.com)

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