

DIVERSITY POLICY



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Why is it important to promote diversity?

- ✎ The concept of **organizational diversity** has become increasingly important in recent years, especially with regard to **talent management**.
- ✎ The objective is to **give visibility** to all those people whose **life situations and experiences** have traditionally pushed them towards the margins of positions of power
- ✎ Organizations can intervene to ensure these **positions are compatible with the multiple ways in which diversity manifests itself**

Traditional
position of
power



- + MALE
- + WHITE
- + CIS-HETEROSEXUAL
- + WELL-EDUCATED
- + UPPER CLASS
- + SKILLED

Diversidad

+ SEXUAL + ETHNIC + ORIENTATION + CULTURAL + CLASS + FUNCTIONAL

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What should we take into account as an organization?

**Give visibility
to diversity
or multiple
diversities**

Diversity has several expressions (sexual, cultural, etc.) and these can also be juxtaposed

For example: being a black woman and a lesbian.

**Diversity:
obstacle
or richness**

Obstacle: for example, a pregnant woman and a glass ceiling

Richness: the value and new ideas that diversity brings

**Cultural fit
vs
Cultural add**

People must fit into the organization's culture (*fit*)

Talent is enhanced in diverse workspaces (*add*)

Sexual diversity: women in the labour market

- Traditionally, sexual diversity has only dealt with the role of women in the labour market, which implies an exclusively cis-heterosexual vision.
- It is important to bear in mind that the **concept of sexual diversity is broader than the difference between men and women**

Women and the labour market



Salary gap

Women in Spain earn 12.2% less than men

Vertical segmentation

Glass ceiling: obstacles impeding promotion to positions of power in organizations

Horizontal segmentation

Division of the labour market into categories according to gender (*jobs for men or for women*)

Unpaid work

Household and family care tasks: the “second shift” with implications on health or performance

Sexual diversity: normality/abnormality



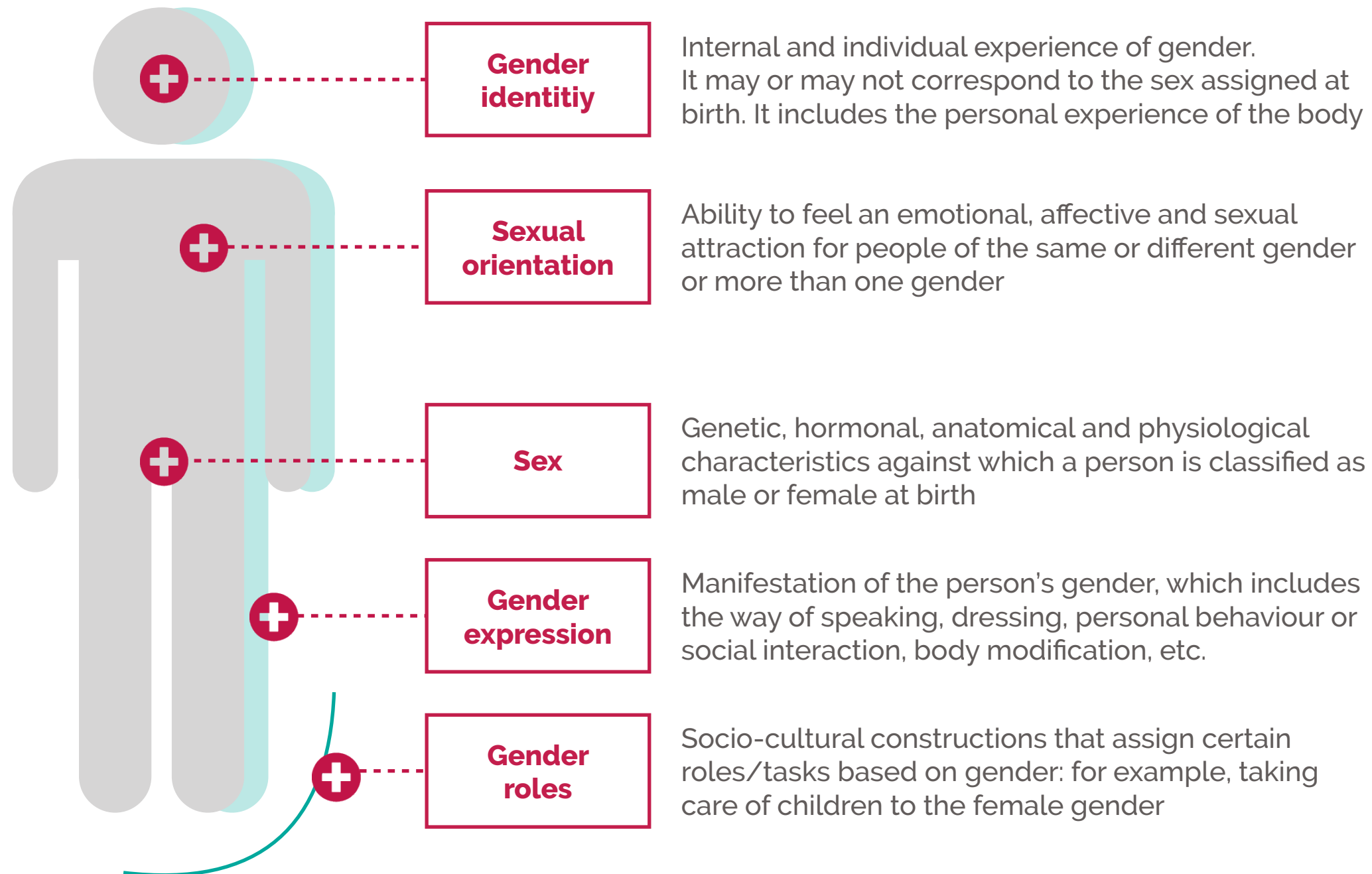
To understand what we mean by cis-heterosexuality, we must review the way in which the sex/gender/sexuality system operates, which establishes **parameters of normality/abnormality**

	We are born and before we are born	
Sex	Man	Woman
Gender	Male	Female
Sexuality	Likes women	Likes men
	The norm	



Anyone who goes against this norm: **not normal = stigma**

Sexual diversity: theoretical distinctions



Sexual diversity: discrimination at work

- ✎ If we take into account not only gender but also sexual orientation and gender expression, **we are able to think beyond the limits of the cis-heterosexual model**
- ✎ Therefore, as an organization we must take into account:



The LGBTI+ community can suffer **different forms of discrimination and variants of stigma** that may affect their professional performance and development

There are **subtle, overlapping, often imperceptible** forms of discrimination among the population that generate stigma in the workplace

Why is it important to implement inclusive policies?




Digital **benefits** from inclusive policies:


- 1. Employee turnover** | Cissexist and/or homophobic cultures can be expulsive for workers, which affects the organization
- 2. Expression of talent** | Expression of talent: full professional development, which translates into a greater commitment to the organization
- 3. Effectiveness and efficiency** | The possibility to clearly express one's gender identity and sexuality avoids having to devote extra energy to managing personal information to prevent stigma
- 4. Employer branding** | Companies that implement inclusive policies are perceived as better places to work, which encourages the retention and attraction of talent
- 5. Social impact** | Due to the social impact that our daily practices have in the construction of more democratic and egalitarian societies

Best practices:

- ✓ **Training and awareness:** To overcome stigma, discrimination and violence based on prejudices and stereotypes towards different "minorities"
- ✓ **Use of non-sexist language:** For example, replacing the terms "husband" or "wife" with "spouse" or "partner" in certain documents or forms
- ✓ **Role models and employee network:** Promoting the creation of employee networks based on different topics of interest (gender equality, functional diversity, etc.).
- ✓ **"Partner" programme:** Formal partner programmes (people who do not belong to the community) promote the company's commitment to diversity
- ✓ **Celebration of special days/events:** Celebrating certain special days/events related to sexual diversity can contribute to generating visibility and changing employee attitudes
- ✓ **Gender-neutral bathrooms:** With the aim of downplaying the differences between genders in everyday social-work interactions
- ✓ **Value chain:** It is also possible to encourage practices and habits that promote sexual diversity in the value chain (suppliers, customers, etc.)
- ✓ **Assessing policies:** Establishing whistleblower and support channels and monitoring and assessing policies and/or procedures



We need to realize that an
organizational culture based on the
promotion of diversity benefits us all



THANK YOU

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