



Press Release – March 2006

Human Resources - Letter - diversity is more than skin deep

The diversity and discrimination article (HR, February), raised some extremely enlightened points. However, it also seemed to support the view that diversity is down to visible characteristics such as race, gender and age.

There is more to diversity than the easily labelled differences which HR policies tend to address. It is often the less visible differences between people that can have the most powerful impact on an organisation.

The most homogenous-looking group still contains huge differences in values, beliefs, professional standards, personality, and cognitive style. And precisely because they are less obvious, such differences can be far harder to manage positively.

Diversity is far more complex than the categories most equal opportunities statistics will report and it's vital that organisations address this. While there is a moral case for diversity, and the need to comply with legislation, the business case lies in the fact that making diversity matter can deliver great results for all.

Yours sincerely

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