Whitney Miller: <span style="color:red">Commitment to Diversity</span>

**Introduction to the Special Topic Forum: Critical Discourse: Envisioning the Place and Future of Diversity and Inclusion in Organizations**

Diversity and inclusion are substantial attributes in an organization that lead to inclusion and success. The Salvation Army is committed to combating racism and employing diverse leaders. Promoting positive and meaningful relationships between organizations and their employees facilitates a positive relationship with the community. Building this relationship requires a safe and supportive environment to harbor a sense of belonging. Minorities need to look at an organization and feel included in the efforts. As communities get more and more diverse, the importance of representation grows. Recognizing different cultures and races helps the organization grow and develop along with the community it serves. Including applicants from diverse backgrounds also aids in setting an example of success in the workplace for minorities. Practicing cultural competence and implementing inclusion are necessary for the growth and development of an organization (Combs et al., 2019).

**Moving Beyond Implicit Bias Training: Policy Insights for Increasing Organizational Diversity**

Understanding how to implement an action plan for diversifying an organization is essential for organizational growth. Implementing this change is done through education, preparing for defensive responses, and knowledge that responsibility for diversity and equity falls with the members and leaders of the organization. Diversity training and other educational activities teach about racial inequity and prejudices. Educational tools are helpful to describe the challenges faced by minorities and the importance of inclusion. The idea that the organization is potentially unfair can be a starting point for some members to accept. Defensive responses should be met with education and continued support for overcoming bias and acknowledging the reality of racism and inequality. Accountability for achieving diversity and inclusion goals lies with members being open to acceptance and change. Facilitating the success of underrepresented people is essential to promoting organizational success (Onyeador, 2021).

## References

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