Research Topic: Utilizing diversity and leveraging employee’s strengths and talents to maximize organizational performance.

1. **What questions do I want to ask?**

* What is classified as diversity?
* What realms can this idea be applied to?
* What initiatives are currently being implemented within companies to promote inclusion and well-being?
* What initiatives are deemed successful? How do companies know they are successful?
* How are initiatives measured and proven effective/ineffective?
* How are organizations utilizing resources in an ongoing manner?
* How are the resources used in employee’s day-to-day work lives?
* What are the correlations between work culture, diversity, inclusion and well-being and overall employee satisfaction?
* Is there a relationship between levels of belonging and organizational performance as whole?

1. **Why I care about this topic**

* The world is becoming increasingly diverse in a multitude of areas (culture, age, gender, sexual orientation, experience level, etc.
* Levels of diversity will continue to rise
* *All* types of organizations (education, government, business) employ diverse employee’s in some form
* This topic is beneficial by allowing organizations to focus on collaborative manners in which to support their employee’s
* Businesses can have a better representation of a staff that is more characteristic of the United States today
* Everyone has their own unique skillsets that can be utilized in an organization and when diverse minds are working together, there is an opportunity for creativity to flow and companies to benefit

1. **What I bring to the topic**

* A curious and inquisitive mind
* A passion for findings answers
* My interest in learning more about an area that I want to become more proficient in
* My own experiences working with diverse teammates
* What I have learned from being a staff member from varying organizations
* The learning and insight I have gained from colleagues and peers who differ from myself

1. **Who benefits from this topic?**

* Everyone! Every individual is different and brings their own diversity to the workplace.
* I view diversity in a multitude of ways, all of which can be present in any given organization:
  + Diversity of thought, language, age, gender, background, culture, race, religion, sexual orientation, etc.
* Companies would benefit from being aware of the various diversities that are present within their own organization and utilizing the strengths of employee’s which has the potential to increase the performance of the organization in its entirety.

1. **Why does this need to be solved and for whom?**

* The population in the United States is becoming increasingly more heterogenous. While we oftentimes seek out connections and commonalities with others who share similarities, there is also great potential to find parallels among those from differing backgrounds as well. As stated by Dr. Stephen Covey: “strength lies in our differences, not in similarities.”

1. **What do I already know about this topic?**

* Many organizations have adopted practices and resources that have been aimed at targeting diversity, inclusion, and belonging amongst their employees.
* Organizations are working towards hiring employee’s that are more representative of the U.S. population today
* Companies seek to hire more individuals that are a part of minority groups for leadership roles (a lot of emphasis has been placed on women and people of color specifically)

1. **What do I still want to know?**

* Bolman and Deal discuss reframing organizations and place emphasis on 4 frames in relation to leadership and collaboration. In knowing about these 4 frames, how can companies utilize these frames to build teams that can increase the company’s overall performance?
* What specific measures are being utilized by businesses to ensure their employee’s feel included and a sense of belonging within their work environment?
* What do successful onboarding processes look like in sought-after companies with a good reputation? How do these onboarding processes differ from other companies that may not be as sought after or effective?

1. **Who would I ask about my research topic?**

* Educators
* School administrators
* Human Resources
* Talent Acquisition employees
* Employees within a business

\*All individuals asked would represent various races, ages, genders, experience levels, etc.