

ACTIVITY 4.2 | Global Diversity Assessment

When dealing with diversity in a global organization, gaining information about the following criteria is critical. Use these questions to help you gain that information and consider its impact on your diversity-and-inclusion process.

	What Do I Need to Know?	Where Can I Find Information?	Impact on Diversity-and-Inclusion Process
Political System	What is the history of the country's political system? What kind of a political system currently exists?		
Economic System	What is the economic system? How does it operate? How is wealth acquired, distributed, and regulated?		
Social Structure	What is the social structure? How is social status determined? What are the salient social designations?		
Laws	What are the relevant laws regarding employment and the workplace? What are the different jurisdictions?		
Values	What are the core values of the culture? What are the values regarding diversity? How do they play out in business?		
Languages	What languages are spoken in the organization? Is there an official language in the organization? How important is language fluency in promotion and career success?		
Business Etiquette	What are the rules of business communication, relationships, and meetings? How are these different in the various regions of the country?		