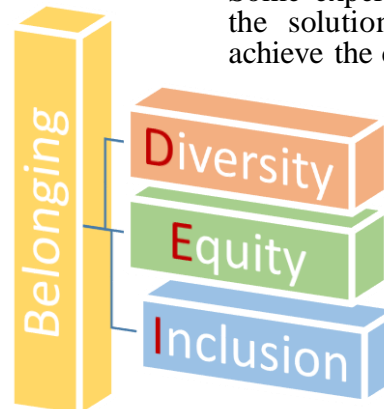
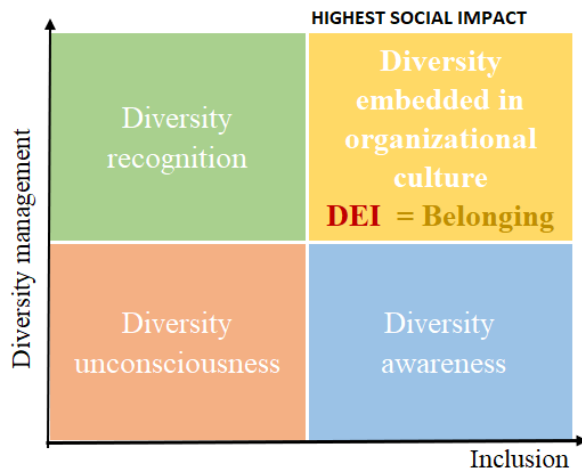


## Title: *Social Impact of Diversity Management by Inclusive Organizations.*

**Objective** is to determine the social impact of Diversity Management by Inclusive Organizations.

**Methodology in research:** semi-structured In-Depth Interview, purposely selected sample of 17 experts, qualitative analysis.

**The research question:** What are practitioners' views on and attitudes to diversity management by inclusive organizations and its social impact?



## Results:

- Diversity occurs naturally, inclusion creates opportunities for diverse talents and comfort environment for development of the unique differences of individuals.
- Diversity should be embedded in the organization's culture, at early stage managed in order to be transformed into inclusion.
- Experts agreed there are more advantages over disadvantages from diversity if properly managed.
- Experts agreed there is a social impact.
- Organizations' that are truly inclusive naturally spreading the positive message about diversity within society.
- At most female experts point of view were that diversity needs the organization's attention and should be managed, and at the beginning of the process even enforced, while for male experts the most important is the purpose of the organizations' existence (core business).
- Some experts combined both views and they believed that the solution is Talents' Diversity, where is possible to achieve the company objectives while using diverse talents.

## Research directions:

Further research should validate the results and conclusions through quantitative analysis with the questionnaire build based on experts insight.