

DIVERSITY AND INCLUSION IN THE GOVERNMENT

by:
JESSICA G. DIMABUYO
Administrative Assistant III

Promoting diversity and inclusion in government is an important topic to explore, especially in the Philippines where diversity is a key feature of the society and as it also allows for a broader range of perspectives and experiences to be included in decision-making processes. Diversity and inclusion are essential components of a thriving and effective government because it is crucial for government agencies to effectively serve the needs of all citizens.

Government agencies can create policies and programs that support diversity and inclusion in recruitment, hiring, retention, and promotion. This can include outreach to diverse communities, providing equal opportunities for all candidates, and establishing a recruitment team with a diverse composition. For example, the Philippine Civil Service Commission has implemented a policy to encourage the hiring of persons with disabilities, indigenous people, and other marginalized groups.

It should also be ensured that all individuals have equal access to opportunities for training, promotion, and other forms of professional development. This includes providing accommodations for individuals with disabilities and creating programs that help underrepresented groups overcome barriers to success.

Fostering a culture of inclusion by creating an environment where all individuals feel valued and respected is also important. This can include implementing anti-discrimination policies, providing diversity training for employees, and encouraging the participation of underrepresented groups in decision-making processes.

Regularly monitoring and evaluation of the progress towards achieving diversity and inclusion goals is also important. This includes collecting data on employee demographics, tracking progress on diversity and inclusion initiatives, and using feedback from employees and community members to improve practices.

Overall, promoting diversity and inclusion in government agencies in the Philippines requires a commitment from leadership and the implementation of inclusive policies and practices. By promoting diversity and inclusion, government agencies can better serve the needs of all citizens and foster a more inclusive and equitable society.

References:

Retrieved from: <https://asiasociety.org/node/30642/shift-inclusivity-and-diversity-workplace>