

D&I Barriers According to Underrepresented Group: Multicultural Communities

There can be barriers that relate to specific diverse groups. The table below breaks down some of the key challenges articulated within the research and industry reports. It also offers strategies for addressing these challenges.

Barriers and tips for addressing these challenges.

Barrier/s	Tips for addressing these challenges
Language Barriers	<ul style="list-style-type: none">• Offer assistance to access language training and communication support to help multicultural employees improve their language proficiency and overcome language barriers.• Use visual aids and multimedia tools to enhance communication where needed.
Cultural differences (e.g. work practices, communication styles, etc)	<ul style="list-style-type: none">• Offer cultural awareness training to all employees to increase understanding and appreciation of different cultural backgrounds and practices. This can help foster a more inclusive work environment and reduce misunderstandings and conflicts.• Offer multicultural employees to share their lived experiences and challenges to help foster understanding.

Social

Isolation (not feeling able to actively participate in work meetings, social events, etc)

- Establish mentoring programs and/or support networks to pair multicultural employees with experienced colleagues who can provide guidance, support, and assistance in navigating the workplace culture and expectations.

Discrimination and bias

- Promote diversity and inclusion initiatives within the organisation to create a culture where all employees feel valued, respected, and included.
- Celebrate cultural diversity through events and activities, showcasing the contributions of multicultural employees, and actively addressing discrimination and bias.

Access to support services (language barriers)

- Ensure that multicultural employees have access to resources and support services that meet their specific needs, such as translated materials, culturally sensitive counselling services.