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# The Death of Diversity

World leaders are revering the death and defunding of DEI programmes. Corporate leaders and shareholders are excited by the bottom line getting more profitable as a result. There are daily headlines about the evils of immigration and how all crimes and jobs are taken by immigrants. There are also headlines of senseless violence against anyone who doesn't fit the Reform standard. This is not a coincidence.

I will admit DEI programmes don't always work. When they are used a sticking plaster for already inherent bad behaviours or as a poster child for looking like an organisation has diverse values. They are doomed to fail from the start.

However, when they are done right, they are an integral part of any organisation's growth and innovation.

DEI programmes allow for better teaming and understanding across all cultures and demographics, they provide space for marginalised groups to access to training and education that they might not get otherwise.

Since their demise, certain leaders have seen this as permission to change things in their image. Leadership roles are less diverse, redundancy and performance improvement initiatives are disproportionate in demographic. Worryingly, it has become more acceptable and encouraged to judge someone's capability just on sight. You're either in the gang or not.

This has created a culture where people are incredibly worried for their jobs. Speaking out is penalised. Being different is not encouraged and conformity at all levels is rewarded.

How are you feeling in these new dynamics? Are you recognising these behaviours in yourself?

Executive coaching can help you understand how to navigate the changing workplace and provide understanding and tools to make the best of your background and experience, and whether it is time for a change.

Get in touch to find out how LoGho Executive Coaching can help you define and own your path. Own your Brand!