# Gender Diversity & Well-Being: Proportions that affect Gender Stereotyping & Unconscious Bias in the workplace.

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**Abstract:** Diversity is like two sides of a coin, both have their relevance and the presence of both are inevitable, diversity is inseparable from individuals, some traits of diversity are visible and some are inherited invisible traits which are reflected in one's behaviour consciously or unconsciously. The word diversity is intelligible, which requires strong attention as it is a rising need that requires high consideration from all the organizations. Unconscious bias is social stereotyping about a certain group of people, that an individual is unaware of having. These biases are in the form of races, castes, religions, gender etc.

Gender Diversity is more about recognizing the differences of opinions based on Gender and assessing its associated behaviours like Attitude, Skills, Abilities, Perceptions, and Personalities. Gender discrimination is the reality that exists in our society despite the value systems. The changes, beliefs and acceptance of sexism are the various examples of biases and prejudice that are easily produced and it happens every day in the transaction the gender stereotypes and form the judgements and evaluations which ultimately affect the male and female employees. The discrimination leads to the concern that employees are not equally treated or regarded in the same position in the organization, and at times, they are not treated in the same position specifically on the higher levels as a result of gender stereotypes. Most organizations are moving towards equating diversity in the workplace for the listed reasons. This study aims to understand the concept of unconscious biases that exist in the organisation's gender parity which threatens the equal opportunity of employees working in an organisation and the decision-making pattern in an organization. The objective of this study is to address the concern of gender diversity and discrimination that takes place implicitly affects the organizations. The unconscious bias paints the thoughts and decisions of an individual and there's a high need to recognize this need for discrimination-free organization. This study would benefit the organizations to be a torchbearer for the organization because the unconscious bias in the workplace can also affect it negatively and it strongly impacts the culture of the organization.

## INTRODUCTION

Diversity is accepting the similarities and differences among people, Diversity is existing for ages, but the concept of diversity is gaining extensive currency in management and research. Recognizing Diversity and accepting the differences is a must for growing organizations, Gender diversity is clearly defined to acknowledge the ratio of Males, Females and other genders on the pattern of decision making and its impact on inclusion in the organizations. Gender diversity is the most debatable topic in patriarchal societies. Diversity management plays a vital role in the performance of the organization and inclusion comes as a mandate to effectively manage and to make the decision making process more rationale. Diversity is one of the needs of organizations to remain in the industry.

There's a paradigm shift in the level of diversity and inclusions. The study aims to understand the impact that affects the decision making patterns in an organization that arises out of unconsciousness. The unconscious or conscious bias has a lot to do with societal upbringing, the stereotype belief system, and values that shape an individual as a Human being. The participation level of employees based on their genders and the involvement of genders in different decision-making processes the results of the study have shown that the less inclusion is not considered to be an exclusion in the organisation several practises that can be adopted to achieve the gender equality in an organisation because discrimination among the gender can immensely impact in organisations performance growth and its name in the society. The study has referred to the research that has focused on implementing diversity and inclusion in organisations by giving equal opportunity to the employees working in an organisation.

## THEORETICAL FRAMEWORK

The research paper focuses on gender diversity, the term Gender diversity is at times results in suffocating people as many of the individuals do not prefer to express themselves as Male or Female. Many of them feel that there should be freedom to express themselves and "Gender" should not bar their capabilities and thinking patterns.

The objective of this study is to understand the various notions related to Gender Diversity, and the unconscious decision making bias.

Gender diversity refers to accepting the differences among individuals, the gender disparity exists in patrichariches, it is a concern and one gender tends to rule over the other gender and due to the complex factors to affect socio-economy settings, the gender inequality prevails. The female working ratio has increased due to high globalization as per reports.

## GENDER DIVERSITY

Three types of genders exist in society. The first is a Male gender with characterises the traits such as Muscularity, Powerful, Strength, Rational and logic the second gender is Female, who are perceived to have the characteristics like Caring, Empathetic, Sympathetic, Protective, Emotional and over the past decade there is a good shift in the social recognition of LGBT community LGBT stand for lesbian Gay bisexual transgender is observed, there is an evident shift in the growth of pro- LGBT legislation across the European Union of the country there are organisations who are framing LGBT friendly policies including no discrimination and domestic partnership benefit between the communities the adoption of such policies is not only about cost there is the additional cost of implementing such policies LGBT policies remain controversial and many companies have been the targeted of corporate boycotts and negative image in the campaigns as a result of policy adoption measures. Despite, such risks many organisations increasingly adopt these policies for goodness in the business decisions and support the LGBT friendly policies so that they can enjoy the improved firm performance, And form value and more competition in the market organisations also get many benefits from job commitment more satisfaction towards the job high productivity among the employees the LGBT friendly policies are framed in the organisation to uplift the society by contributing to the management priorities.

The adoption of LGBT friendly policies is not easy for the organisation because of the cultural stereotype that exists in the minds of individuals the likelihood of the adoption of LGBT friendly policies also depends upon the leadership composition and the organisation has not only the women representation on the top position has shown the positive influence towards the diversity policy but also the activist who works for the society states that this the support of the top leaders are also critical to adopt a policy and implement a policy in an organisation.

(Chang & Milkman, 2020) To avoid the penalisation of not following the diversity norms sometimes the organisation recruit females as an employee in an organisation so that women can be considered as a token to diversity and at times they are treated as an item on the checklist. In such a situation, women are not allowed to participate and at times gets suppressed by the other dominant employees of the particular group and Situation negatively affects the relationship and the performance of women in the organisations.

The social theory also provides a framework to analyse that men and women leaders will be more committed to giving equity and diversity in the practices as compared to the male gender as the theory points out that there is the orientation of individuals for the position they are leading and gives a huge scope to understand the implication of the adoption of LGBT community.

## UNCONSCIOUS BIAS

Unconscious bias is basically when an individual make judgements or decision on the basis of the past happenings or experiences maybe because of the personal deep-seated thought patterns assumptions or sort of interpretations which we as an individual may not be aware that we are doing it and our actions are showing the impact of it and the irony stage is that the kind of discrimination which we make maybe because of the inevitable products thoroughly impact the efficiency of human brain and making or creating decisions about an individual is considerably the hard work and completely depends upon the ability to evaluate or judge an individual entirely on the positive parts of it and each and every individual believes that they are more fear more effective less biased then an average person but research has shown that the effect of self appreciation attribute bias is also one of the different bias is unconscious bias is that draw in order to make the faster decisions the positive bias is basically towards the group and a negative bias is to words the outgroup. Our beliefs and attitude are shaped by the cultural values that both implicitly and explicitly we go through every day by seeing or witnessing the happenings around us the unconscious part of our brain is consistently processing and storing the information that may be because of two things occurring together. Due to our presumptions on gender stereotypes, we presume females to be on more of the emotional side. For example, Female nurses it always brings us to expect them to be seen together with the result that other patterns or combinations of this kind of work structure will feel a little less normal and more challenging to process. The other example would be a female riding a bullet would catch eyes whereas

a male would not. A male working in male working in the household may catch the eyes where its women will not this unconscious bias if left unspoken or unchecked may lead to stereotypes and can result in discriminatory behaviour. Unconscious bias refers to encompassing the attitude, belief, values, and behaviour of individuals that shapes assessments and results about certain communities, religions, cultures, it takes place voluntarily or involuntarily, our brain captures and stores certain kinds of learnings of past, and at times, human tends to behave in certain ways, it may be intentional or unintentional. Different kinds of conscious or unconscious bias exist in an organization, that can be based on:

   i. Gender
  ii. Ageism
 iii. Halo Effect
 iv. Horn Effect
  v. Culture
 vi. Value
vii. Beliefs
viii. Society
 ix. Stereotype

The above mentioned are a few of the captured areas where such biases occur, There's a high need to tackle and manage these conscious or unconscious biases as it directly affects the recruitment strategy and has a high role to play in attracting talent, and fair decision making, legal laws. The stereotype can be based on gender and an extension to it can be the ageism of an individual.

(Fine et al., 2019) Gender diversity in the workplace is basically the differences between the sex categories That is male or female these categories basically interact with transgender identity also however the transgender face unique challenges and hurdles in their work career They should focus more upon the management of diversity framework to inculcate gender diversity as one of the core focus the gender differences between the different sexes. To understand gender diversity let's quantify the genders of males and females over several distributions according to the survey by the Australian human rights commission in the year 2014 they found that women being the only gender who can reproduce babies or get pregnant is one of the strong reasons that they get discriminated at work while they apply for maternity leave or while they wish to return to the workplace and this is one of the reason that around 18% of the females lose their jobs after getting pregnant because more organisations are in the favour of not to hire a pregnant lady considering the maternity leave will come as a repetition of it and it will somewhere or the other impact the work and according to a survey about fifth teen hundred managers of small businesses found that they avoid Hiring women at the workplace because of the risk of their safety.

Women and Men both have different intellectual abilities, women are associated with more emotions and men are considered to be more rational and logical because of the preconceived notion derived from the values and cultures we brought up in

Women employees may be weak in physical strength as compared to males therefore many small organisations do not wish to hire women because the majority of male workers may put a woman at a risk and this also hampers the ratio of working women as compared to the ratio of working men in the society

(Chang & Milkman, 2020) According to a research study, the stereotypes punish the women for violating the gender stereotype mentality as women are stereotyped for kindness caring nice and warm but the sad truth to it is they are also stereotyped as low in confidence and low in competence so when in women are high in confidence or successful they violate their stereotype and people don't them or punish them in the ratings of likeability and the goodness of their women would while men are free to be both competent and warmth. Women gender also faces a double bind which refers to that if they are warm and caring then they are competent and this is one of the problems that women employee faces while leading a position and this is again a good reason that women are less considered to head the top positions in the Organisation

## LEGAL FRAMEWORK OF GENDER DIVERSITY

(Khaitan, 2015) According to jurisdictions, different forms of gender discrimination exist in an organisation namely there are three discrimination in a broader sense namely direct discrimination indirect discrimination And sexual discrimination.

Discrimination according to the legal term is not only to assume as an intention at times it can be unintentional too. Direct discrimination means if you do not like an employee based on his or her characteristics will be termed as discrimination as discrimination may be because of the unfavourable or less favourable treatment given to an employee because she/he is a member of the protected group it happens when someone in the organisation is not treated fairly because Deep protected characteristics that can be the gender or race of an individual, for example, someone is not able to get the promotion because they belong to a woman gender and maybe possible that the promotion goes to a less qualified person because he is a male.

Indirect discrimination is the result of the policies framed by the organisation which should be applied to all the individuals working under the same legal freedom of the organisation. Indirect discrimination ends up giving certain disadvantages to an individual because they share some protected characteristics this indirect discrimination can be based on age disability marriage gender sexual orientation, for example, a policy is framed by an organisation stating that five days of work is compulsorily be followed but if an individual employee who belongs to a Muslim religion will not be able to work on Friday for some hours because of the religious activity, And if his or her application gets disregarded then that employee will come under religious Indirect discrimination because of the blanket policy which means that all the employees should be treated equally.

Sex-based harassment or sexual discrimination refers to the abusive behaviour of an individual employee or a group of the employee towards the other employees are derogatory attitude to words the female gender or unwanted sexual attention by the male employee on the women employee or vice versa

## OBJECTIVE
- To study gender diversity and inclusion in the organizations.
- To study the decision-making pattern in organizations
- To study the participation level of the employees based on their gender
- To study the level of involvement of different genders in critical decision making.

## LITERATURE REVIEW

Diversity and inclusions go hand in hand, According to Mousa (2018), the workplace environment significantly contributes to the productivity of the organization and the happiness index is one of them, and the study concluded that females are more inclined to support diversity at the workplace as compared to male employees, the author suggested that there's a significant relationship between different genders and their inclusion in the organization. Workplace happiness. The organization's policy and administration should support diversity and inclusion for happy and healthy work culture.

According to (Pidani et al., 2020), globalization and the current socio-economic factors cannot perfectly define gender equality, in some sectors, females are working in the top managerial positions and in some Industries, the support to the Female gender is quite less. The survey report of ILO Industrial Labour Organization shows high numbers stating high participation of Females across the globe but the question still lies to understand that do females have the scope to lead the organization by being on the Top.

(Chang & Milkman, 2020) Several types of stereotypes are existent in society they are considered to be the shortcuts that help us in processing information quickly.

The gender stereotype can form without our conscious awareness or the social categories that are built to give exposure to the different groups that exist in society generally the stereotypes are not inherited Lee given to an individual the society helps in upbringing the mental values and at times business in a decision and inequality in our choices or discrimination among individual comes as the counterpart of it.

At times we perform judgements about the individuals which may not be accurate the specific form of stereotyping can be that the male employees get favoured as compared to women in the workplace because of the gender stereotype that exists in an organisation from a very early age children are exposed to different stereotype in genders and perception or portrayal is given to their brain that men and women are different from each other women are considered to be family-oriented where are males are considered to be focused upon the management and earning money they are stereotype at they are the leaders

(Fine et al., 2019)The differences between the genders, Male & Female or transgender also impact their behavioural pattern because women employees tend to think more rational while taking a decision considering and emotional aspect as well where are the occupations which require strength training or masculine personality males are always preferred over females because of their muscularity and the strength they have physically moreover the gender Rishu is in a large organisation could make a difference to the gendered attributes and to understand and to balance the gender this may also impact individuals workplace behaviour in general because once there is gender equality implied in the organisation there are change the group dynamics principles norms agendas etc which can give justice decisions. Are equal employment opportunities can also significantly contribute to the reduction or the disadvantages of imbalance among the gender ratios. Gender discrimination in the workplace reduces the opportunities for women to access the many goods for the work they get paid for and they also face certain broader political social cultural economic and disadvantages related to the level of decision making.

This gender inequality cannot be eliminated on their own the policymakers or decision-makers have to draft policies that can balance out the diversity in the organisations by giving equal opportunity to male-female or transgender by seeing their capability skills and not only discriminating against them based on the gender there may be some advantages to the broader framing of diversity and this can highly impact an organisation to grow immensely in the global market

## ETHICS & GENDER STEREOTYPE

Numerous service has been reported where women employees are paid less in comparison to the male employees at the same ages and are not equally represented in the upper level of management maybe because of the work that women tend to take care of their families by working for the day and night and there is very few women participation in the top-level position this also clearly apparent that women on the top positions are very less because of their home responsibilities according to the survey report of Bernardi in the year 2006 he found that the organisations with a high percentage of women members on the top position are also likely to be included in the best companies to work for in Fortune 100s list. This also has a relation to ethics that applied in the organisations as men and women are said to behave within different stereotypes associated to their social and cultural values which differs from the ethical frameworks and moral orientation females provide a different insight to a specific decision making process as compare to men which can help any organisation or the business to come upon the effective decisions because women Are more sensitive as compare to men while making decisions and they are sensitive to unethical behaviours in comparison to the male members of the organisation also women's absence or fewer positions in the top management level include the inadequate career opportunities given to the women employees based on gender stereotypes because many organisation refused to hire female employees, they provide inequitable salary, harassment and glass ceiling effect suggest that the attitude regarding the lack of ambition in women and lack of confidence may also fit their leadership skills and intern this influences the perception of women capability to successfully execute the demands of the top managerial positions.

(Martinez-Jimenez et al., 2020) female employees heading the top positions in an organisation are regarded as the world's most ethical companies list and the Fortune 500 list which is significantly more than the percentage of women on the board directors in general.

(Bernardi et al., 2009) Social role theory Male and female behave according to the stereotypes and the believe they are associated with in the society and the rule deeply in social these believes are inculcated in the division of labour which says men and women have different characteristics and believes on different values which may be the outcome of their cultural believes the thinking ability the cognitive ability perceptions et cetera women are considered to be more communal and men are considered to be more easy and take women gender stereotypes in different cultures around the globe says that women have the traits which includes empathy caring is concerned for others and being interested in adding values in the relationship where is men are considered to be more practical logical et cetera men and women in the same organisational position also faces different kinds of pressure to comply to their gender rules and behave differently because the application in the workplace of gender based expectation for their behaviour gender stereotype Akal behaviour has high pressure on women to act in a more caring way so no conflict with other gender roles is expected there are not only gender roles of men and women play in organisation there are organisational role as well at times individuals change their behaviour according to the situations and their genders because people are more consious about their decision making and genders.

## DIVERSITY MANAGEMENT IN UNPRECEDENTED TIMES

According to the research report of McKinsey, the uncertainties have led to managing diversity in a better way for good financial companies three indicators lead to higher diversity acceptance among the organisation and higher acceptance of inclusion and diversity the three indicators can be equality among the employees the openness to share the communication and belonging means towards each other or a particular group of people are major components of inclusion. The common disadvantages business faces are fragmenting inclusion and diversity initiatives and a lack of transparent company business strategy the purpose of this study was to increase the gender and ethnic diversity in organisations for higher performance.

## IMPACT OF UNCONSCIOUS BIAS ON AN ORGANIZATION

Insurance business may result in very serious issues that can harm an organisation negatively the issues may relate to recruitment of the individual employees as maybe the good talent potential employees are fairly ignored unconscious bias can cost the organisations a lot of money because of low retention among the employees the goodwill of the organisation may get damaged and they may fail to attract new talent in their organisation the female participation or representation at managerial level or any of the higher level may also be impacted immensely.

female representation over the past years still holds and reasonable basis against women that shoes they are emotional as compared to their counterparts and often they are not included in the process of decision making or any role that requires critical decision making in an organization

## RESULTS

(i)      The study suggests, that less inclusion is not exclusion.

(ii)      Be conscious of your unconscious biases

(iii)      Open communication policy and transparent policy adoption.

The unconscious bias can be eliminated by giving awareness to the employees on the different types of unconscious or negative consequences that may arise from having any such behaviour that can harm an individual complete monitoring and mentoring of each other for the unconscious bias and a deep supervision on the questions or comments or remarks that can harm an individual on cultural or gender stereotype grounds the another idea is to have the rational decision making and a slowdown decision making in order to understand that there should be no bias areas or scope lies with the decision maker more diversity and inclusion programmes needs to be built in an organisation more awareness needs to be created in order to align the gender diversity of individuals in an organisation and if any organisation starts these awareness programmes they become mind full form of unconscious bias and it is a major reason for the decision making power while they are hiring a talent promoting the employees and a best business practice and it also helps the organisation to have more good talent because in a recruitment survey the big bias is on the basis of gender can lead to determine that who is the right candidate for the job based on their skills not only based on their origin nationality name or gender

Gender diversity is in itself a concept that requires different perceptions and different viewpoints from different people who work together in an organisation when it comes to gender diversity and conscious decision making let's define it clearly the understanding related to unconscious bias is the kind of bias Ness we do during our work intentionally or unintentionally, for example, women are considered to be the weak gender in the society hence they are more related to the emotional hands it is more related to less of emotional question in while they take decisions. It is rightly concluded by most of the researchers that the presence of women in the organisation and their effectiveness in the organisation is quite different when it comes to strategic allotment or allocation of their roles and duties in a manner that can help an organisation to gain a strategical advantage this relationship among the people is quite negative however there is an organisation who measures there effectiveness based on 3 to 4 construct one of them namely be strategic control or the innovations that happen in the organisation or decision making because decision making as positive and strategical importance and shows and very high effect on business efficiency or business performance version as a researcher can allocate it that there is always a positive relationship when the diversity is managed well when the diversity also shows the sign of inclusion then the gender diversity and firm performance can move hand-in-hand.

The role of women is increasing in the board positions and they are receiving a lot of attention from the organisations it highly includes the analysis of how the women employees are impacting the company results or the organisation results these developments are basically driven by the need of greater or higher diversity in the organisations as we are moving in the global culture where is multicultural environment exist and it is very complex to understand the implementation of the standards policies corporate governance or increase recommendations do help the women participation in the board of directors or maybe in the higher positions when we look at from the theoretical perspectives there are are been some of the attempts made intentionally for the favour of gender diversity is with respect to the growth of the organisation whether to related with the economical and financial results these theoretical approaches are many in nature and a review of the studies shows that no structured or defined theory exists.

(Boulouta, 2012) Gender diversity can only succeed in an organisation when they are monitored well when they are welcome to well when there is an assurance that they will get access to the critical resources and sort of services that aid women's development in the society because decision making is one of the crucial factors that affect the organisation highly and win women being the weaker section of the society can get this kind of opportunity will always help in their will helps in achieving more target more organisational efficiency when we talk about the composition decomposition should perfectly reflect the requirements of the environment and perfectly requirements of the organisation which may be characterised by the individual directors or maybe the variety of determinants which may affect the company's profitability.

According to the research (Rao & Tilt, 2015), Women are the important gender of the society it is been theoretically proved by the examples that women are able and capable to add more perspectives, and more uniqueness in the work structures work styles. The research claim that women are emotionally wiser and more confident and diligent in their work which helps an organisation to grow more and women is able women is able to create more good atmosphere in the organisation which can help the other people to succeed to get motivated these arguments also keeps us anticipated that women members of the board of directors have contributed very significantly to the level of inventions and innovations in an organisation and it is the process of inviting more ideas inviting more uniqueness and resolving the problems and managing the ideas more differently, therefore, gender diversity should be promoted in the organisations to understand the new ways to work and new ways to approach the people to get the work done

(Brooke, 2000) they believe that women have high potential but due to unavoidable factors or due to underlying biasness to words the females result in fewer of the positions in the Top management however the women are as qualified as men

and they suggest that gender diversity has high chances to affect the effectiveness positively because women are diverse and unique human capital to any organisation and the increased participation of women on the board enriches the information the decision making on the Top-level management. The study also suggests that women are particularly more valued as top managers for their high ability to provide and include more productive discussions they support the idea of valuing diversity and women managers can bring different perspectives that can highly stimulate discussions and may result in positive solutions to the problems. The most widely studied areas that properly understands the barriers to a females career advancement are basically the kind of consequences or differences the women gender feed at the workplace the mean most important example is discrimination in the workplace which are kind of captured by the concept of glass ceiling that clearly defines that there is an intangible and invisible barrier that sort of prevents many females and minorities from advancing their career into the senior or the high position roles within an organisation various studies have explained and studied the discrimination that exist at the workplace because there are underlying factors that affects the females or women employees at the workplace they can be the type of job the size of the organisation the composition the industry and the target group they are involved in the lower representation of females and minorities in workplaces with higher status or managerial positions board of directors studies have shown that women experiences barriers at all levels and it's not only at the top these barriers hurdles significantly retard that a females career advancement is based on their profession there are several negative attitude and misconceptions exist in the society that shows that women in the workplace are not capable enough to handle critical decisions and they may be regarded as the people who are more emotionally in diligent women not only beer gender barriers at their home but there is not equal chances of their barriers to success in the organisation also the discrimination between the male and female at the workplace is more likely to exclude the females from the entire career advancement.

To curb the discrimination among the genders the rational decision-making approach should be followed in the organisations. Rational decision making is an underlying process that follows a structured and logical process to achieve the optimal result desired it is a kind of a theory proposed to achieve the desired outcome by having a rational choice this theory of rational choice claims that the decision-maker considers the different set of alternatives and compares it with different scenarios before making a choice and to attain the logical necessities and full rationality the individuals necessities always tend to be unlimited in the cognitive capabilities the decision behaviour of individuals at times cannot follow full rationality but it is suggested that due to the lack of information people make irrational decisions and bounded rationality is the more realistic theory for human decision making suit the organisations should follow rational approach While making decisions because it is more suited for human behaviour

## CONCLUSION

The issues regarding gender diversity can be improved by including them in the higher level of employee engagement innovations and retaining the top talent by engaging them in organizations, Building a culture and diversity practices in an organisation takes a lot of time consistent with the efforts in building a gender discrimination-free organisation by having constant communication spreading awareness respecting the other gender treating them equally will have the higher chances of listing the organisation in the top 100 Fortune companies. It will also boost the high trust among the employees working in an organisation there should be open communication and the other gender should be respected well so that others may reciprocate the same. The benefits of increasing diversity and their inclusion is helping the organisation to win the global market it is not only the appropriate way to practise but there are researches from McKinsey and person that show the leaders who perform or accept diversity tends to outperform their competitors not only economically or socially but financially to the benefits of diversity and inclusion is documented and has shown positive results which can affect the growth of the organisation it is not a project that has to be completed on time diversity and inclusion is the constant efforts that have to be made by the organisation to achieve the desired objective by having a familiar work culture for all the genders irrespective to their gender stereotypes.

## IMPLICATIONS & SUGGESTIONS

According to the literature review done to understand the gender diversity and unconscious biases in the organisation the study suggests that there should be the measures taken by every organisation to equalise the rule of different genders in an organisation by recognising them in their ways the organisation should adopt policies which can help the employee to feel comfortable at their workplace the policy should describe the dues and don'ts to be performed in an organisation concerning the gender of an individual male-female and LGBT community should be respected by the employees who work in an organisation because this creates the organisational climate which is one of the potential factors to influence the performance of an organisation in financial terms economical terms and social terms.

Unconscious discrimination should be avoided by slowing down the process of decision making by critically thinking about the various impacts that a process can harm an organisation's employees. Each deserving candidate should be given a chance to show and participate in the decision making process of an organisation because our psychology says that

recognition and inclusion are the strongest para metres for employees' loyalty towards the organisation and if an organisation achieve these para metres the growth is unstoppable. Organisations these days are giving an edge to edge to compete in the global race and diversity is the solution for all but managing diversity Is one of the challenges that an organisation faces.

To curb the biasness in an organisation, there can be several measures taken by the organisation like identifying which processes are highly prone to bias is using analytics the example can be if there Is a disproportionate Number of attrition happening in the organisation then the first clue can we to investigate the process in detail starting from the recruitment preliminary or secondary fees and investing time to understand where is the difference exactly lies in an organisational structure and by identifying the gap the biassed or barriers should be researched enough to understand the causes of that barrier and the grassroots reason of the existence of that bias.

Formalising and structuring raising the processes by using the standardised technique is also a possibility which can help in reducing conscious and unconscious bias in an organisation as the interviews should be more structured and the same set of questions should be asked from all the individual candidates so the equality would remain for all the potential candidate and it will also help in fairly comparing the employs against each other to derive upon a conclusion that which employee is suitable for the specific organisational role.

Another technique can be transparent communication and fact-based decision making it is very effective to reduce biases. To focus more upon equality in terms of gender diversity in an organisation, the organisation should include multiple numbers of women participating in the shortlisting of the employees or candidates for the recruitment and promotional interviews because one woman in the panel may not increase the chances of other woman being selected.

instead of stereotyping is based on the characteristics of males and females, the organisation should use assessment tests based on the skills or the task which and candidate has to do in the job role this will give clarity in understanding which employee is a suitable candidate for the organisation in comparison to going by the gender.

The salary negotiation should be open for both women and male members without any parity in the gender pay and this transparent system of promotion payment and rewards should be encouraged in the organisation further the organisations must appoint diversity managers or diversity task forces which can spread awareness by launching campaigns to educate the employees and will help in less biased decisions made in the organisation for men and women there should be a promising action by the organisation some organisation may adopt workplace flexibility for both men and women At their workplaces. Gender diversity is the current need of organizations and it is important and critical to manage Gender Diversity. The manpower of the organization defines the organization's built image in the corporate.

The less of inclusion is not exclusion, but the inclusion shall be practised up to the maximum extent possible considering the sensitivity of information and criticality of the impact factors of a decision.

Organization shapers should work upon establishing a healthy and discrimination-free environment. Organization shapers should work upon establishing a healthy and discrimination-free environment. Managing diversity is crucial for an organization because of the everyday change in trends, work cultures, innovation and inventions and there is a high need of hiring and retaining a skilled talent in an organization.

The other part of the process also includes the upskilling of the employees, by keeping the diverse needs in mind, it is also important to give training to the employees, that has natives to different parts of the world. The training may be on sensitizing the employees by creating awareness regarding different cultural sets, beliefs, value systems of the other employees. Awareness campaigns against gender discrimination must be framed in the policy of the organization, and strict punishment actions should be taken if any conscious biases occur in the organization against any gender.

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