

Diversity, Equity, and What? A Study on DEI Initiatives in the Workplace

Kuuipo Kalipi

Mentor: Dr. Soeun Park

CPP Research, Scholarship, & Creative Activities Conference 2025

Background

Diversity, Equity, and Inclusion (DEI) are priorities in organizations and how management structures their company. These initiatives have become increasingly important points of discussion designed to foster a more equitable and representative workforce. Managers often ponder how to properly incorporate DEI into their company's values and workplace culture, as all companies vary in mission, value, structure, and stakeholders (Hellerstedt et al., 2023). Companies also face groups advocating for staffing and management changes associated with DEI.

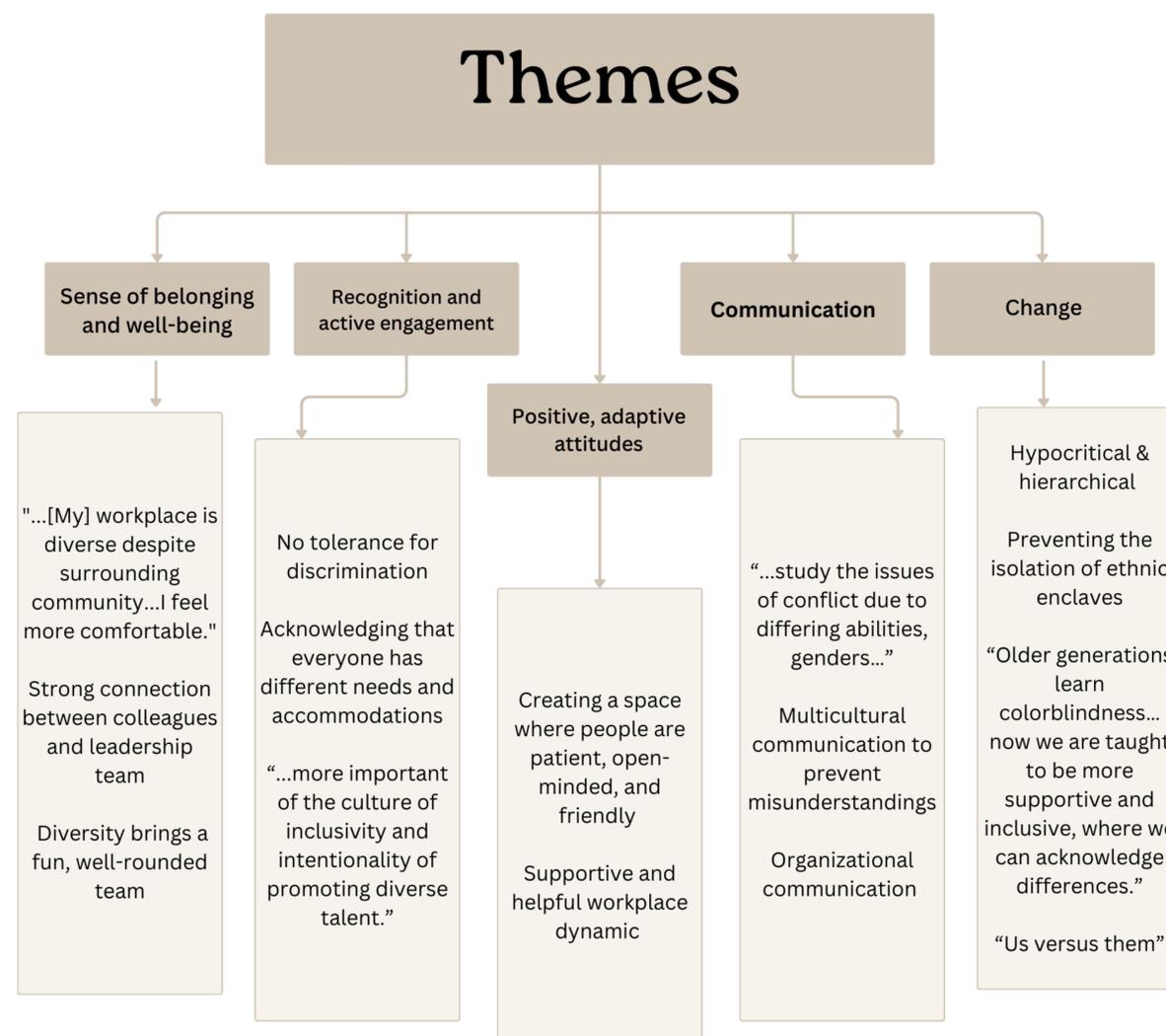
Methodology

This ongoing study has five participants, but it aims to recruit ten. The participants must be 18 years of age or older, employed at a workplace that incorporates DEI or are familiar with DEI, and belong to any historically marginalized group, specifically people of color, women, and LGBTQ individuals. The recruiting consisted of convenience, purposeful, and snowball sampling, with electronic advertisements created and sent to cultural centers on campus and organizations with known DEI initiatives.



Preliminary Findings

Using thematic analysis, there were five recurring themes: (1) sense of belonging and well-being, (2) change, (3) recognition and active engagement, (4) communication, and (5) positive, adaptive attitudes.



Participants

The qualitative method used in this study is the phenomenology method, allowing the research to be as open-ended as possible. Using this method, researchers make sense of the interviews, analyze the data to form conclusions, and find common topics that arise from these interviews.

Data was gathered through semi-structured interviews with open-ended questions. Each interview lasted 30-60 minutes, depending on the participant. After the interview, transcription and summary were emailed to the participant to ensure that the information received was accurately conveyed and transcribed. The participant was also offered to provide any more information that did not get the chance to share at the meeting.

The data was then analyzed thematically to identify recurring patterns, themes, and perspectives from the participants' narratives.

References

