

## Faculti Summary

<https://faculti.net/implementing-the-equality-diversity-and-inclusion-agenda-in-multinational-companies/>

Here are five key points from the video:

1. **Acknowledgment of Contributions**: The speaker emphasizes the importance of recognizing the contributions of co-authors in their paper, highlighting the collaborative nature of their research.
2. **Challenges in Implementing EDI**: Organizations, especially multinational ones, face difficulties in effectively implementing Equality, Diversity, and Inclusion (EDI) agendas despite their recognition of its significance for organizational performance. A more holistic approach, rather than just focusing on policies, is necessary for meaningful progress.
3. **Proposed Framework for EDI**: The paper proposes a new two-step framework aimed at improving EDI implementation. This framework encourages a shift in thinking about diversity—from viewing it as a problem to recognizing it as a valuable resource. It emphasizes the need for holistic, embedded actions rather than merely prescriptive policies.
4. **Importance of Linguistic Diversity**: Linguistic diversity is highlighted as a critical but often overlooked aspect of EDI, particularly in multinational settings. The potential for language-based discrimination in organizations is discussed, alongside the need to foster an inclusive environment that values linguistic competencies and fluidity in language use.
5. **Encouraging Positive Attitudes and Reciprocity**: The framework advocates for fostering positive attitudes towards language differences among all organizational members and emphasizes the importance of mutual efforts from both majority and minority group members to advance inclusion and diversity effectively. The concept of reciprocity is crucial for leveraging the benefits of diversity in organizational settings.