

Diversity and Inclusion in the supply chain sector, using Nigeria as a case study.

Over the years, diversity and inclusion have been used collectively to define the concept of total representation and equal involvement of different groups of people in the workplace. While diversity itself defines the practice or quality of recognizing, including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations and so on, inclusion focuses on the practice or policy of providing equal access to opportunities and resources for all types/categories of people in the workplace.

Supply chain management, while focusing solely on ensuring the smooth and seamless transition of products from 'start to finish' of their cycle, is a field that requires the concept of diversity and inclusion to thrive, especially in Nigeria. According to Rod Robinson, senior VP at *Insight sourcing group*, supply chain diversity, over the past 20 years has evolved from a compliance-driven initiative to a corporate strategic imperative for leading corporations, with a goal of driving economic impact within diverse communities. This shows that diversity and inclusion are not just needless initiatives driven in the workplace, they have become a necessity, a growth strategy and an important concept in the supply chain sector.

In the Nigerian clime however, the supply chain sector still struggles with infusing diversity and inclusion concepts into their workspace, with several issues such as the dominance of the male gender as employees and stakeholders in the sector, streamlined suppliers and consumers, and several other issues of concern.

A diverse and inclusive workplace is one that makes everyone, regardless of who they are or what they do for the organization, feel equally involved in and supported in all areas of the workplace. Ensuring diversity and inclusion enables supply chain brands build a portfolio that features a broad range of both supplier and consumer segments which ultimately allows for drastic increase in the overall supply chain value.

References

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