

The importance of Inclusion and Diversity in the Workplace

The 14th of February is known around the world as "Valentine's day", a festivity created to celebrate love and unity. However, today's date also has another meaning. It is the "Pink Triangle" day.

The Pink Triangle is a well-known symbol for LGBTQ+ communities around the world. Its history began as a badge of shame used in the 30s and early 40s for men who were sent to concentration camps for being recognized as gay. Nevertheless, in the 1970s this symbol was revived and used as a symbol of protest against homophobia. Since then, it has been adopted by the larger LGBTQ+ community as a popular symbol of LGBTQ+ pride and LGBTQ+ rights movement.

We believe it is important to give visibility to these kinds of movements, and for this reason we want to take advantage of this opportunity to raise awareness of the importance of inclusion and diversity.

In this case we want to set the example by raising awareness of this philosophy in our own working environment.

Monasterium Laboratory GmbH – One of a kind....

In Monasterium Laboratory GmbH we are proud to be home to a diverse team from over 20 different nationalities, all from different ethnicities and speaking different mother languages: Germany, Italy, Greece, Spain, Chile, Macedonia, Poland, India, Brazil, Turkey... and many others!

The Monasterium Laboratory Team is composed of 60 members and a long list of consultants. Two out of three staff members of our team are women, with 3 out 5 in leadership roles. If we compare this data to the average trend of female to male ratio in tech. industry companies, we are proud that Monasterium Laboratory is '*one of a kind*' in our sector.

According to a study performed by "Trustradio", 72% of Women in tech companies state they are outnumbered by men in business meetings by at least a 2:1 ratio, while 26% say they are outnumbered by at least a 5:1 ratio.

We are committed to offering a safe and welcoming environment to everyone, no matter what their gender, religious or political beliefs are and we are firm supporters of the LGBTQ+ community.

We believe diversity is the key to a healthy and inclusive work environment where our fellow co-workers can feel respected and valued and that talent can progress into leadership. Therefore, we work hard to encourage an inclusive workplace. The Covid 19 pandemic has been a severe test for

all businesses to show commitment to Inclusion and Diversity. However, we are proud as a company and organisation to remain fair, open minded and to keep learning by listening closely to our employees' ideas and valuing their beliefs.

The concept of diversity

"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity." - Martin Luther King Jr.

The term "Diversity" is considered the practice or quality of including or involving people from a range of different social and ethnic backgrounds along with other many differential qualities which distinguish them as individuals.

Diversity is a broad classification and includes social, ethnic, religious, gender, nationality or common ancestry amongst other ways to embody diversity as a group.

Diversification in the workplace has become a theme of major discussion in business in the past decades due to the large list of benefits it brings to the table for every company, no matter the place or activity.

What does diversity in the workplace mean to Monasterium Laboratory GmbH?

We have also benefited hugely from having different cultural groups represented in our in the workplace; this diversity has added dynamism to our teams with better day to day decision making and problem-solving. Our clients acknowledge the high quality of our work and our ability to be flexible and creative.

Diversity is very important in the company know-how which in turn is hugely important to our business. A wider range of experiences and differences in mind-sets combine to create optimal solutions and novel approaches to common issues inside the company; which benefit our clients and the workforce. We appreciate that if our employees feel included and comfortable in their workplace, and we lead with fairness and accountability, our staff will feel more engaged with the company's mission. An added benefit of this would be a decrease in the employee turnover rate.

For diverse companies, it has been shown that the chances of outperforming industry peers on profitability continues to increase over time.

Inclusion and diversity have been demonstrated to be one of the best company values to form strategies which lead to success.