

Diversity Policy Uber - Preprint

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Abstract

This policy is advanced in a transformative proactive manner to address the needs of Uber Technologies to manage diversity in a male-dominated tech sector. The policy is proposed after a series of internal struggles and unflattering media attention to help delineate the procedure as well as the rationale for the achieving gender diversity. Social identity and Social identity threats are discussed in relation to gender and work as well as the business case for diversity in a tech company. Recommendations and advice are made to advance diversity and manage resistance on an individual level, an organizational culture level and a procedure level.

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