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Diversity Awareness at Work: A Primer



A Webinar

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Warm Up

Can you **unscramble** the letters below to reveal the hidden word?

a c r e

?

l u t r u e c

c m r i s d a o n i t i i n

?

?

l c i v i s t r i g h



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Diversity Objectives (4)

Diversity defined.....**what it is and isn't**

Diversity and you....**it's all about you!**

Diversity now – **challenges and opportunities**

Diverse world – **future trends and tips for
getting along in a changing world**

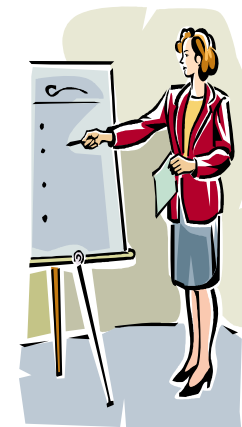


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Quick Poll:

I have participated in some type of diversity training within the last year

- a. Yes
- b. No
- c. Unsure





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Quick Poll:

I think diversity is about....



- a. Affirmative action/equal opportunity
- b. Accepting and enjoying different cultures, beliefs, and customs
- c. Eliminating stereotypes and discrimination
- d. All of the above



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Diversity.....*includes those important human characteristics that impact individuals' values, opportunities, and perceptions of self and others*

Source: Loden, Marilyn, 1996. Implementing Diversity. McGraw-Hill.





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Short history lesson:

Civil Rights Act

- prohibits employers from making employment decisions based on an individual's race, color, religion, sex or national origin.

Affirmative Action/EEO is...

- a means to redress past discriminatory practices.
- a goal of eliminating under-representation of women, minorities, and people with disabilities in the workplace.



- **Civil Rights Act (Challenge)**
 - prohibits employers from making employment decisions based on an individual's race, color, religion, sex or national origin.
- **Affirmative Action/EEO (Challenge)**
 - a means to redress past discriminatory practices.
 - a goal of eliminating under-representation of women, minorities, and people with disabilities in the workplace.
- **Diversity (Opportunity)**
 - is not about correcting a past imbalance, being a good corporate citizen, or even about the law.
 - is about constructively using those things that make us different and unique that reach far beyond generalized group descriptors.



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Quick Poll:

Which two constructs below are intended to address the challenges of human conflict based on personal differences in the workplace?

- a. Equal opportunity and affirmative action
- b. Equal opportunity and diversity
- c. Affirmative action and diversity





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Opportunity:

Business Case for Diversity

ROI

Unique talent, strengths

Manage conflict

Reduce liability

Mandatory legislation

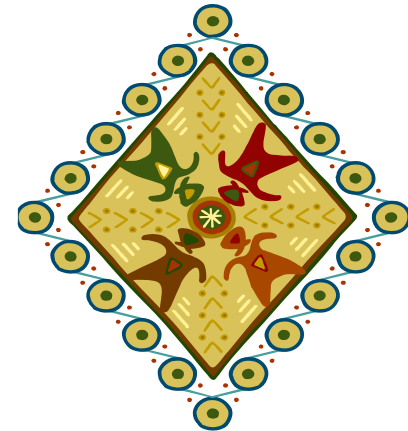




Diversity and culture

Shared:

- Values
- Attitudes
- Practice and behavior
- History



Held in common by persons of similar:

- Ancestry
- Language
- Geography





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Quick Poll:

Other than “soft drink,” what word do you use most often to describe a cold, caffeinated beverage?

- a. Soda
- b. Pop
- c. Coke
- d. Other

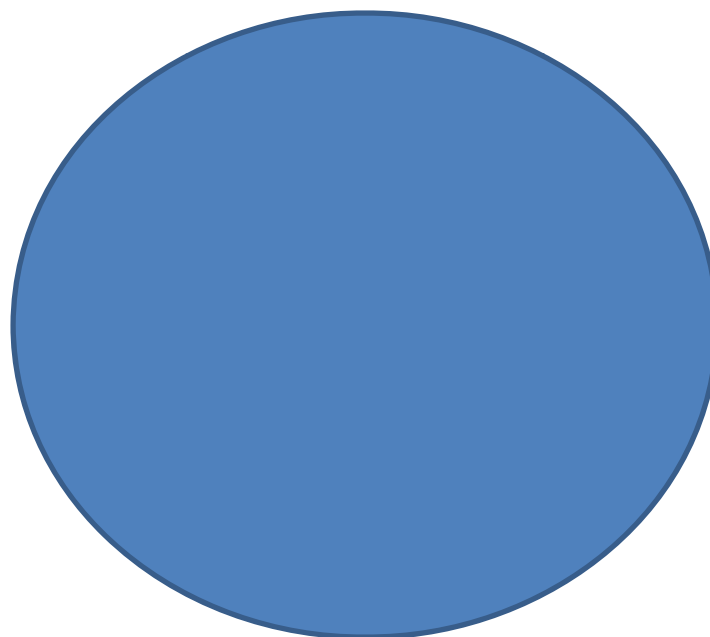




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Diversity is all about You

Diversity Wheel: Draw a large circle on a piece of paper.



Diversity:

Primary and Secondary Dimensions

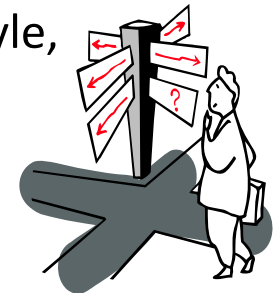
Primary: Genetic/permanent

Age, race, ethnicity, color, gender,
sexual orientation, mental and physical characteristics



Secondary: More mutable, less visible

Religion, education, income, family/marital status, communication style,
language, residence, military experience, professional status



Source: Loden, Marilyn, 1996. Implementing Diversity. McGraw-Hill



Personal Reflections

- I'm most confident about my ability to interact with persons who are of a different.....
- What group or groups have I had the least experience with?
- What impact does my comfort or anxiety have on my relationships and productivity at work?
- What type of events are there in my community to continue learning about diversity?





Future Trends

1. Decrease in available _____
2. Average _____ of workers is rising
3. Minorities make up _____ of new workers
4. More _____ in the workforce
5. By the year 2050, the US population will be _____





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Tips for thriving in a diverse world

- Know yourself
- Listen to understand
- The power of respect





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Closing Poll:

In the future, I would appreciate information on.....

- a. The role of power/power base in the workplace
- b. How to combat prejudice/stereotypes/discrimination
- c. Different generations in the workplace



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Closing:

Comments and questions

Thank you for participating, and enjoy your day!

Kristina M. Johnson, Workplace Services Consultant, BA, SPHR, GPHR

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