



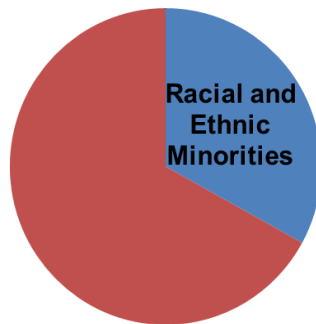
Workplace Diversity

Diversity

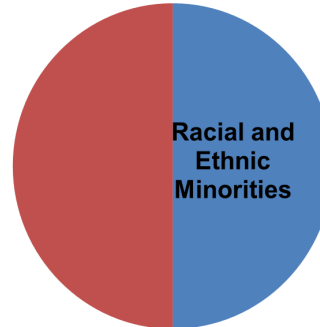
We are living
and **working** in a time
of transformation

Workplace Diversity

**U.S. Population
Current**



**U.S. Population
2025**

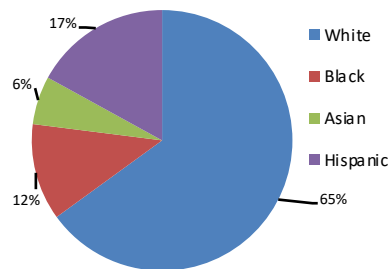


3

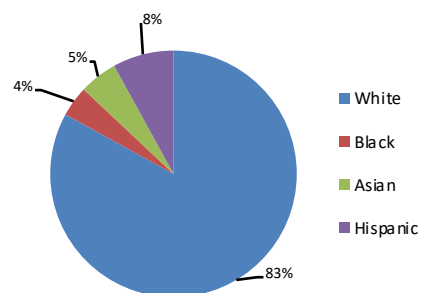


Workforce Diversity

U.S. Workforce By Race



U.S. CEO's By Race



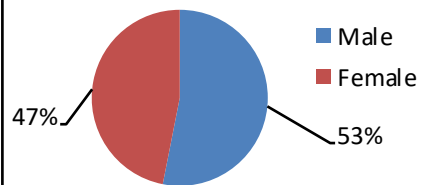
Source: Bureau of Labor Statistics, 2017

4

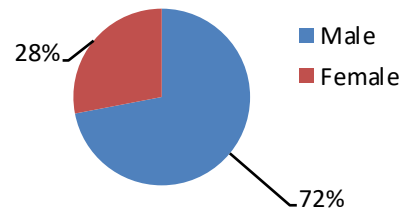


Workplace Diversity

U.S. Workforce by Gender



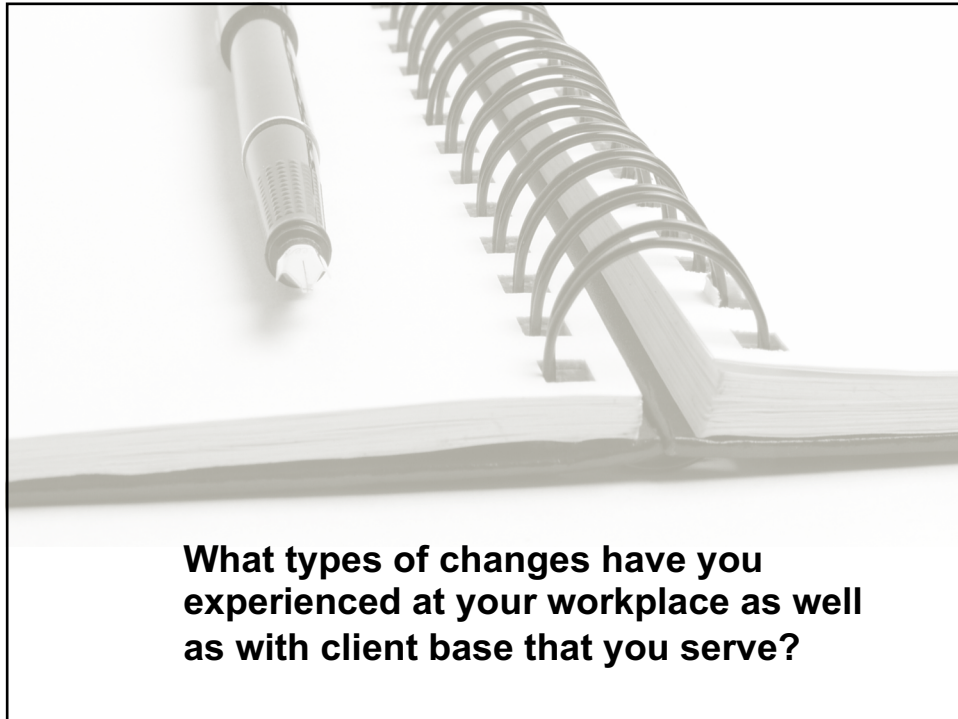
U.S. CEO's by Gender



Source: Bureau of Labor Statistics, 2017

Federal & State Legislation

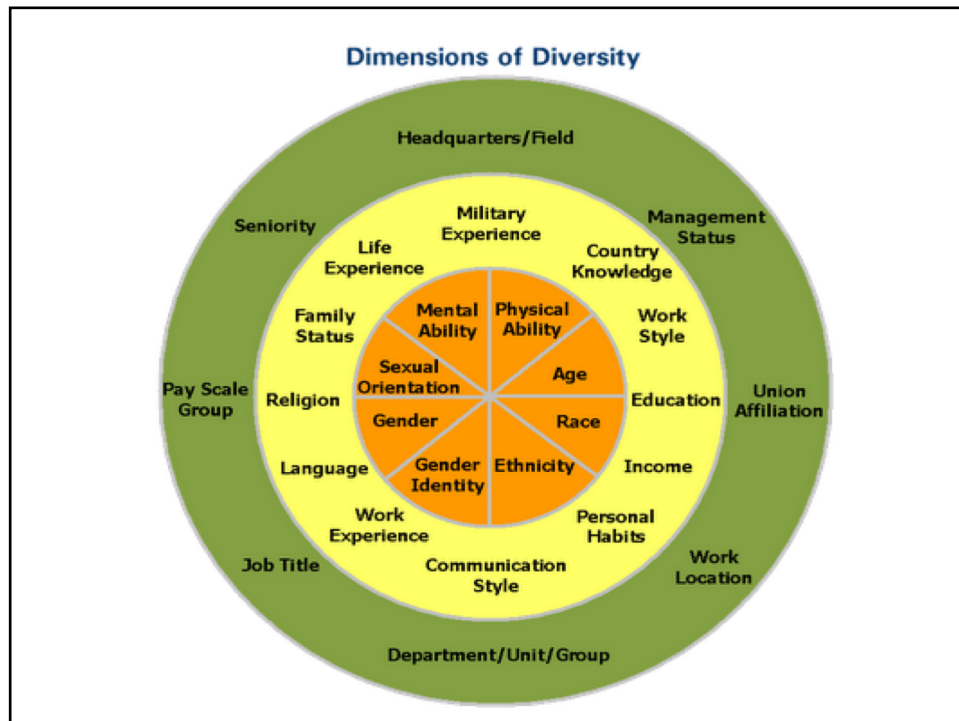


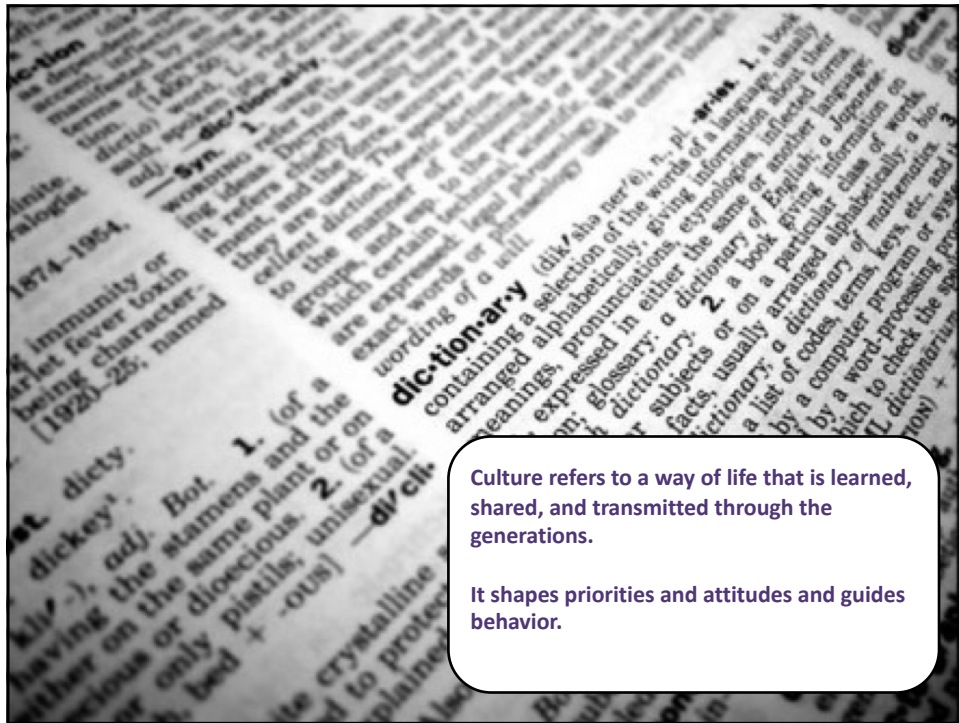




interconnectedness of humanity
expanding personal awareness of different
perspectives
enhancing self-awareness

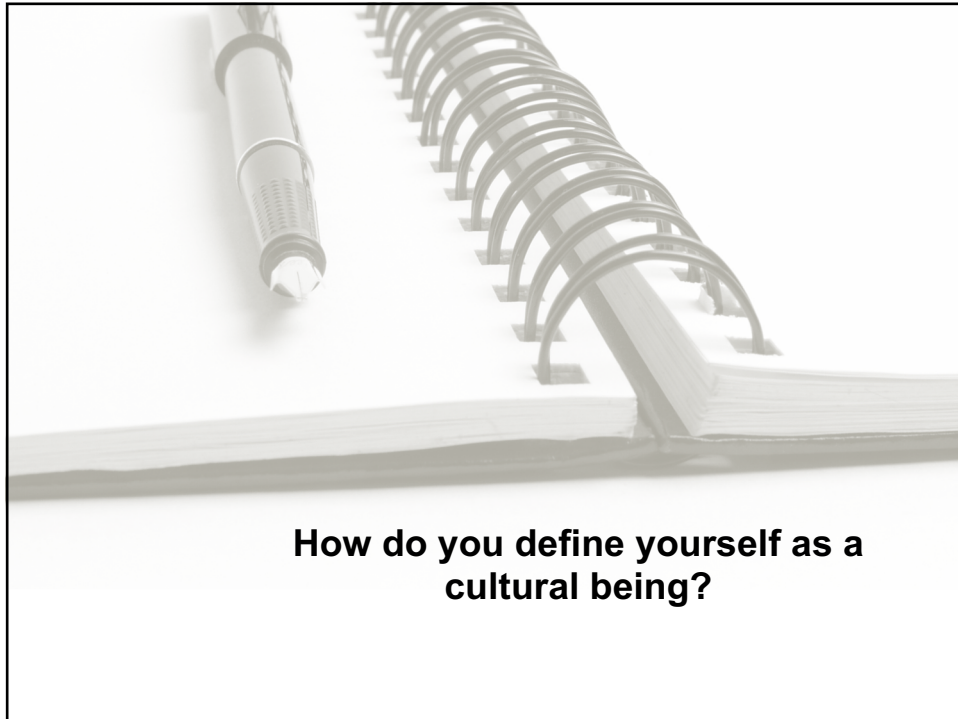






Who are *you*?





Americans were allowed to select more than one category to capture their racial identity

2000 Census

Nearly seven million respondents indicated they were of two or more races

8. What is Person 1's race? Mark ☒ one or more races to indicate what this person considers himself/herself to be.

☐ White

☐ Black, African Am., or Negro

☐ American Indian or Alaska Native — *Print name of enrolled or principal tribe.*

☐ Asian Indian ☐ Japanese ☐ Native Hawaiian

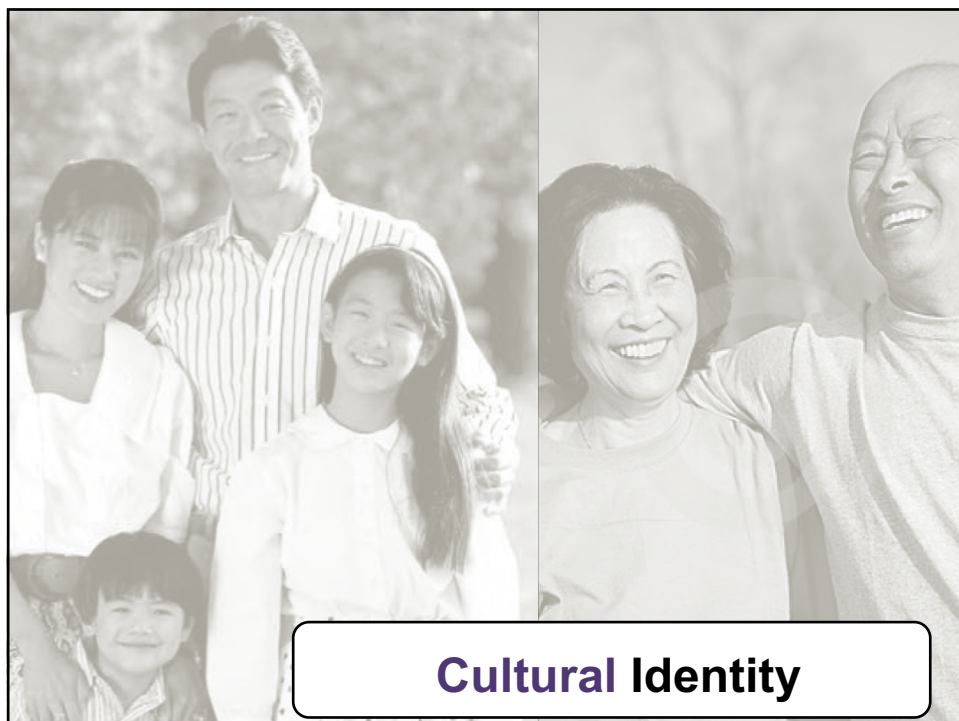
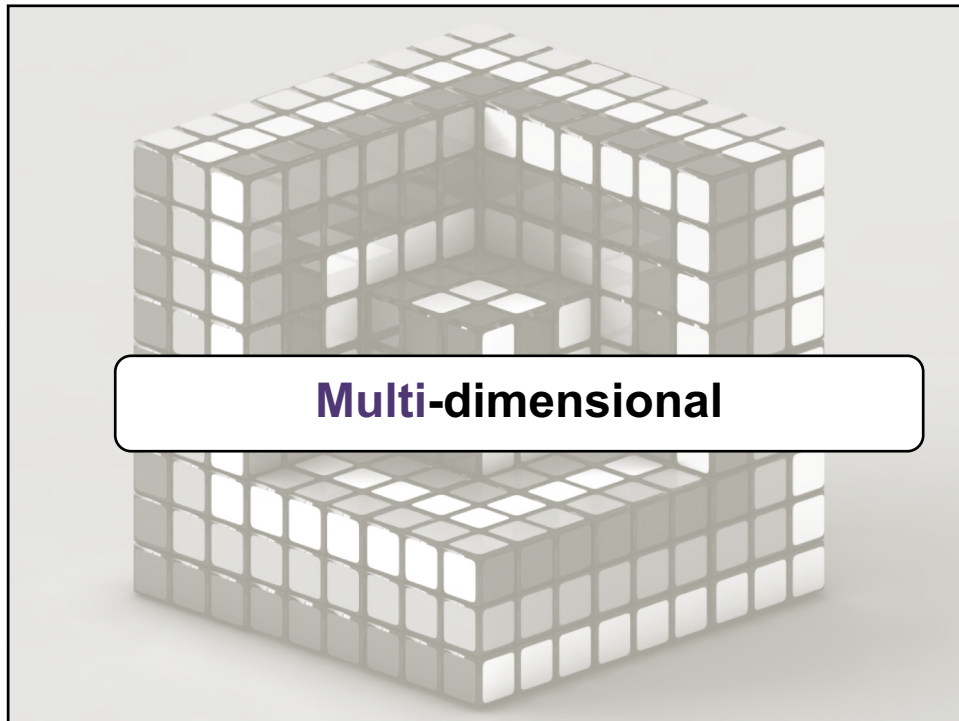
☐ Chinese ☐ Korean ☐ Guamanian or Chamorro

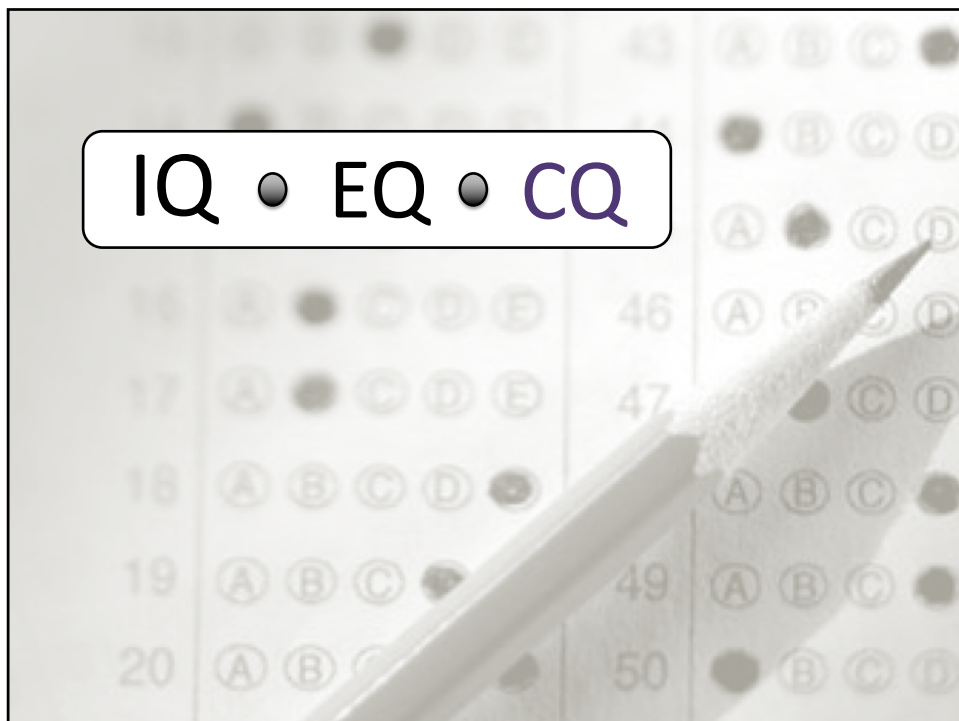
☐ Filipino ☐ Vietnamese ☐ Samoan

☐ Other Asian — *Print race.* ☐ Other Pacific Islander — *Print race.*

☐ Some other race — *Print race.*

Respondents were also permitted to write in their ancestry or ethnic origin – resulting in some 500 different categories!





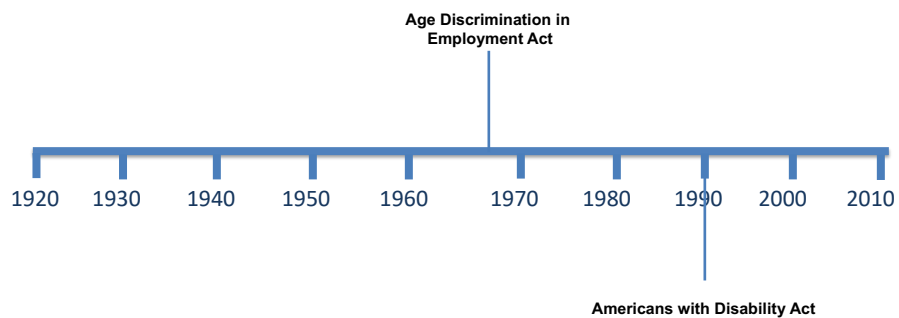
Workplace Diversity

QUIZ TIME!

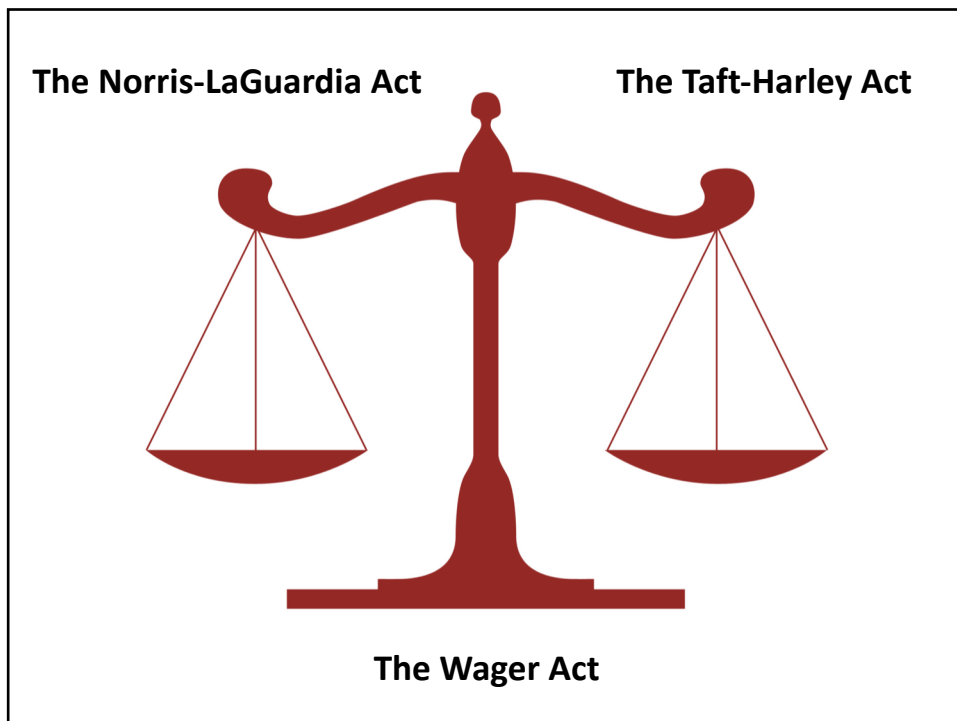
21



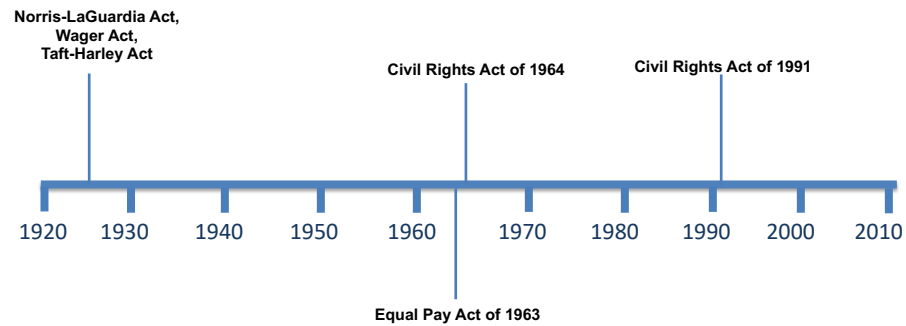
Events that led the way for **Diversity** and **Inclusion**



Current and "Unresolved": Equal rights of sexual orientation.

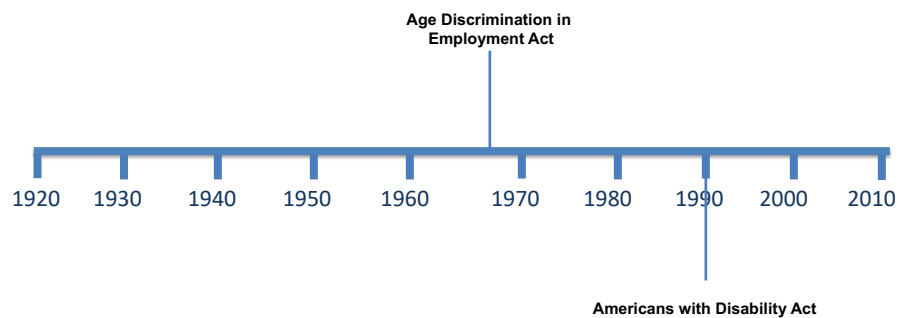


Events that led the way for Diversity and Inclusion



Title VII of the Civil Rights Act: it is illegal to discriminate based on an individual's race, color, religion, sex or nation origin...

Events that led the way for Diversity and Inclusion




Current and "Unresolved": Equal rights of sexual orientation.

Workplace Diversity

The common thread



27

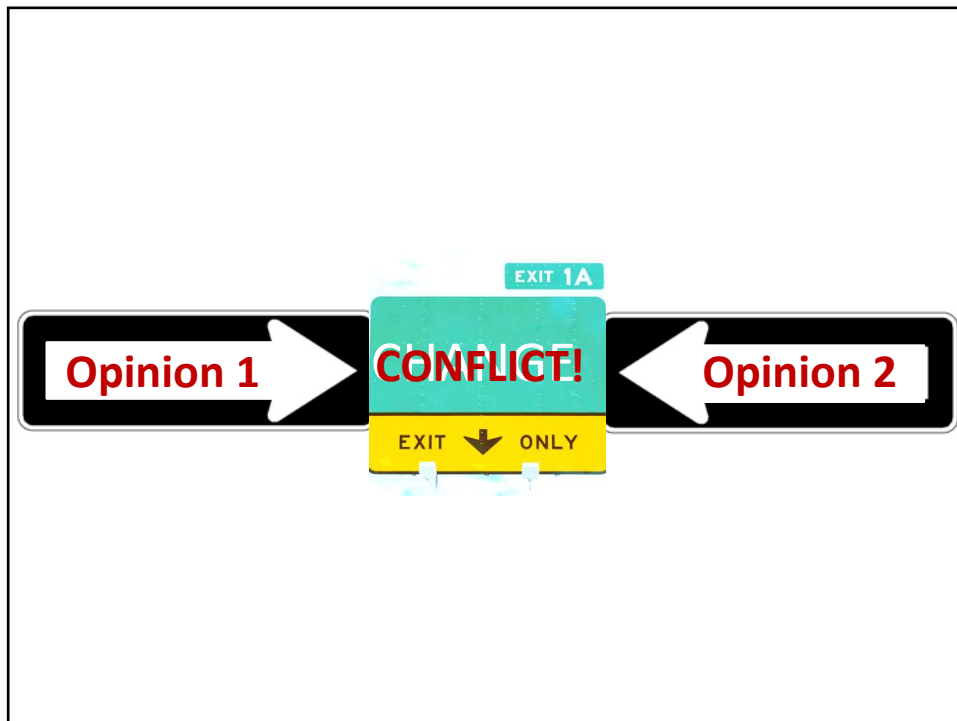
A photograph of a spiral-bound notebook with a silver metal spiral binding. A silver and black pen lies diagonally across the top left corner of the notebook's pages. The notebook is open, showing several blank white pages.

How do we move from equality to respecting people for their differences in order to lead a new workforce?



Workplace Diversity: Advantages

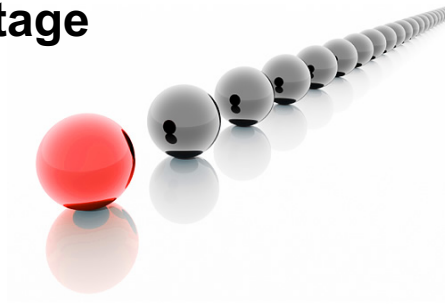
- Enhanced perspective of business and customer issues
- Increased recruitment and retention
- More positive organizational culture
- Less discrimination based lawsuits



Workplace Diversity: Barriers

- Limited perceptions
- Ethnocentrism
- Stereotypes and prejudice lead to discrimination
- Power

Competitive Advantage



Workforce Diversity

Personal and Organizational Assessment

Strategic Context Goals

- Alignment with applicable departments
- Drive down to operational planning, followed by individuals planning

35



Strategic Context Goals (cont.)

- Spread message regarding culture to volunteer groups, create training for board and build deeper community awareness
- Reach out to groups we haven't before and be conscious of representation of your organization relative to the community as a whole

36



Strategic Context Goals (cont.)

- Clarify brand on Diversity and Inclusion dimensions
- Proactively identify measures that objectively define “how diverse” the organization is

37



Talent Management Goals

- “Meet Them Where They Are” Mentality
- Management-in-Training/Preparation Programs

38



Talent Management Goals (cont.)

- Rotational programs to increase organizational/functional exposure (i.e. cross-functional knowledge)
- Eliminate inconsistencies and incongruencies
- Incorporate Unconscious Bias Training

39



Inclusive Work Environment: Goals

- Consider visuals, advertising, messaging and social media
- Re-work policies, procedures and practices as necessary

40



Inclusive Work Environment: Goals (cont.)

- Educating the workforce on “identity” related issues as well as the value of diversity
- Help employees regulate emotions

41



Self-Assessment Goals

- Measurement, measurement and measurement (focused on results and outcomes)
- Self Identification (i.e. LGBTQ, Veteran, Disabled, Pregnant, Minority, Ethnicity, etc.)
- Tracking to assess movement (i.e. improvement, stagnation, decline)

42



Workforce Diversity

Action Planning

43



Workplace Diversity

Q&A?

44



References:

<http://money.usnews.com/money/blogs/planning-to-retire/2012/05/08/the-new-ideal-retirement-age-67>

<http://www.businesspundit.com/4-generations-of-workers-can-you-relate/>

<http://www.metlife.com/assets/cao/mmi/publications/studies/mmi-workbook-generations-workplace.pdf>

<http://writespeaksell.com/a-company-divided-bridging-the-generation-gap-at-work-through-the-power-of-communication>

http://www.valueoptions.com/spotlight_YIW/pdfs/articles/Understanding_and_Managing_Different_Generations.pdf



A private, non-profit institution founded in 1966, Bellevue University is accredited by the Higher Learning Commission through the U.S. Department of Education. For general information, please call 800.756.7920.