

LVX
VERITAS
VIRTUS

Lesson 10: Diversity in the Workplace

ENCP6000: Career Management
for Engineers



Diversity in the Workplace

Looking at Cultural Differences

[HSBC](#)

Characteristics of Cultural Diversity

Willingness to share, risk change, and explore



Open to each other's differences

Ability to recognize learning opportunities

Respectful to each other

Understand the power of action and words

Having an attitude that "Different is okay or interesting"

Commitment – Co-Responsibility



What does
diversity
mean to
you?

Can we see
diversity just by
looking at
people's outward
appearance?

Why do we
value
diversity in
the
workplace?

What is Your Brand?

- What is unique about you that you want to share?
- What sets you apart from the rest?
- How will you make your mark in your field/discipline?

Tim Brown & Joey Zwillinger

- Had a vision – shoe company that used a non-commercial approach
- Specific passion – a product that is comfortable, fashionable and environmentally responsible
- Found a way to incorporate this into their company and everyday work
- Now worth more than \$1 billion

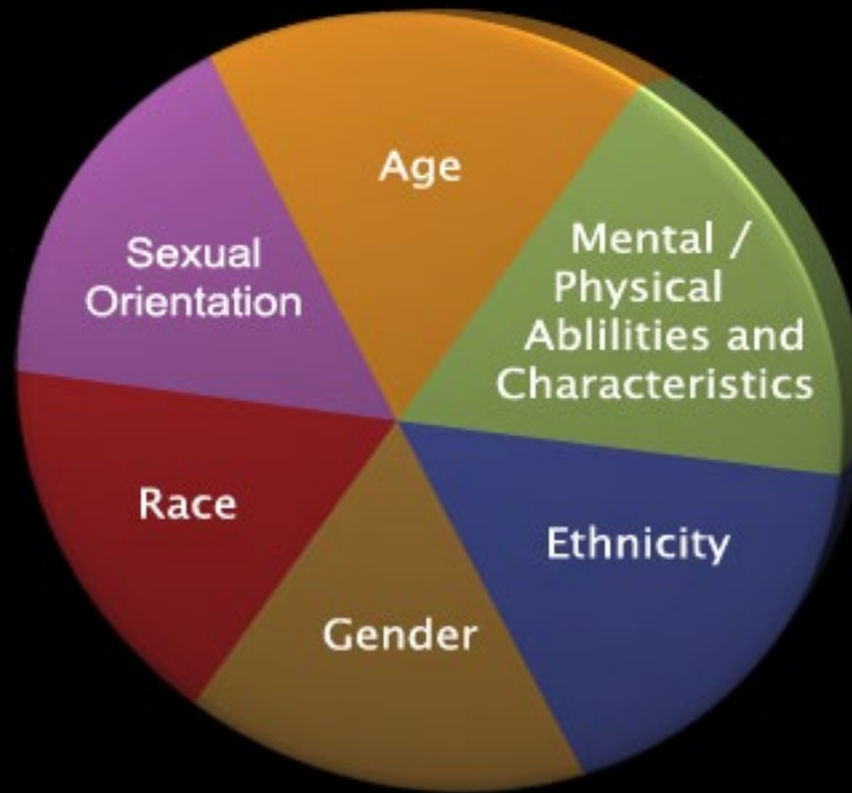


allbirds

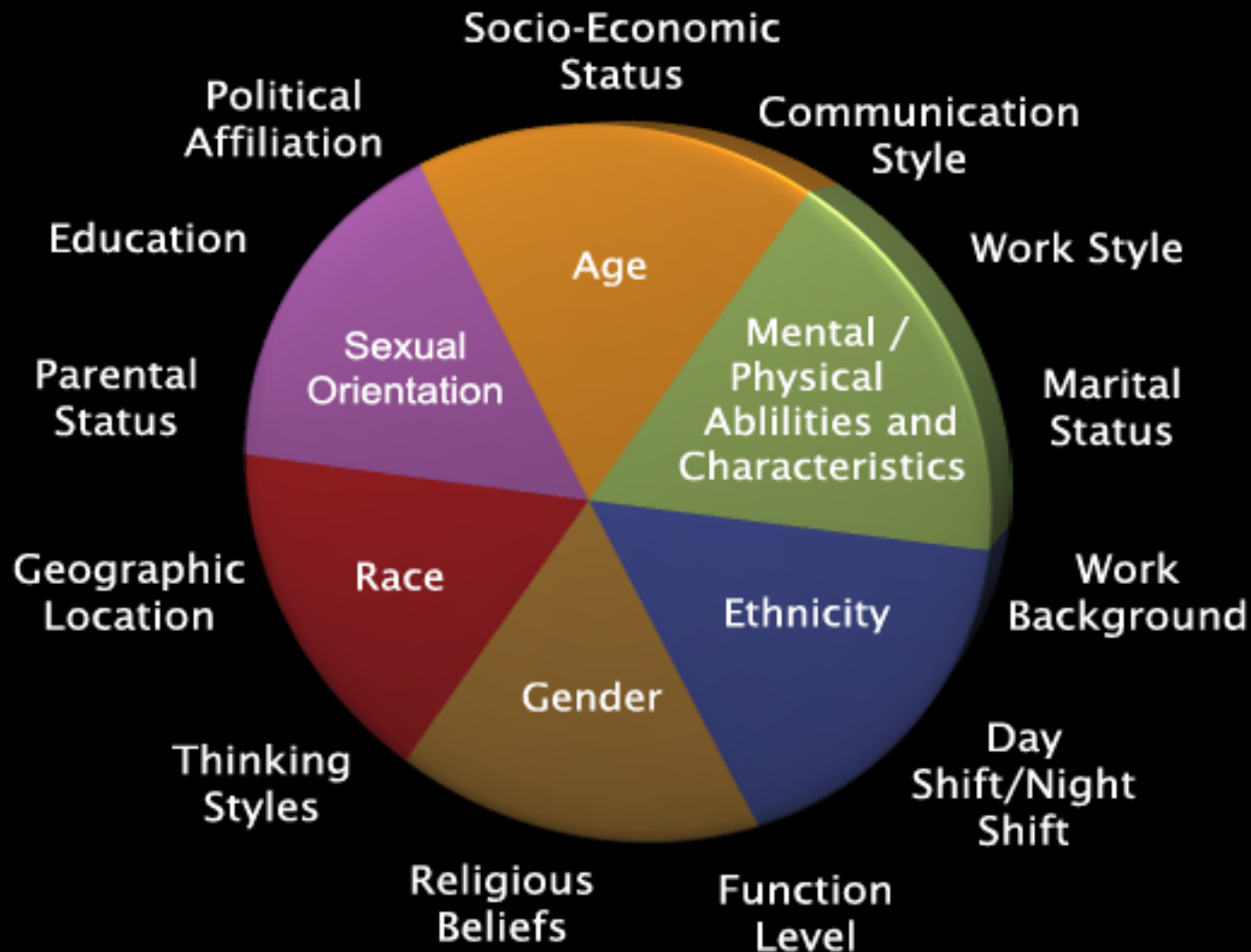
What's Your Narrative?

- Break into groups of 5
- Talk about your first name and where it came from
 - Meaning behind it
 - Family legacy
 - Cultural heritage etc.
- Share about your hometown and what makes it special to you

Dimensions of Diversity



Dimensions of Diversity



The US Workplace

There are currently 4 generations in the workplace; soon to be 5

Disabilities affect 20% of all Americans

Women earn 57% of Bachelor degrees awarded in the United States in 2018

There are an estimated 9 million LGBT individuals in the U.S.

87% - 94% of individuals who are harassed in the workplace do not file a complaint

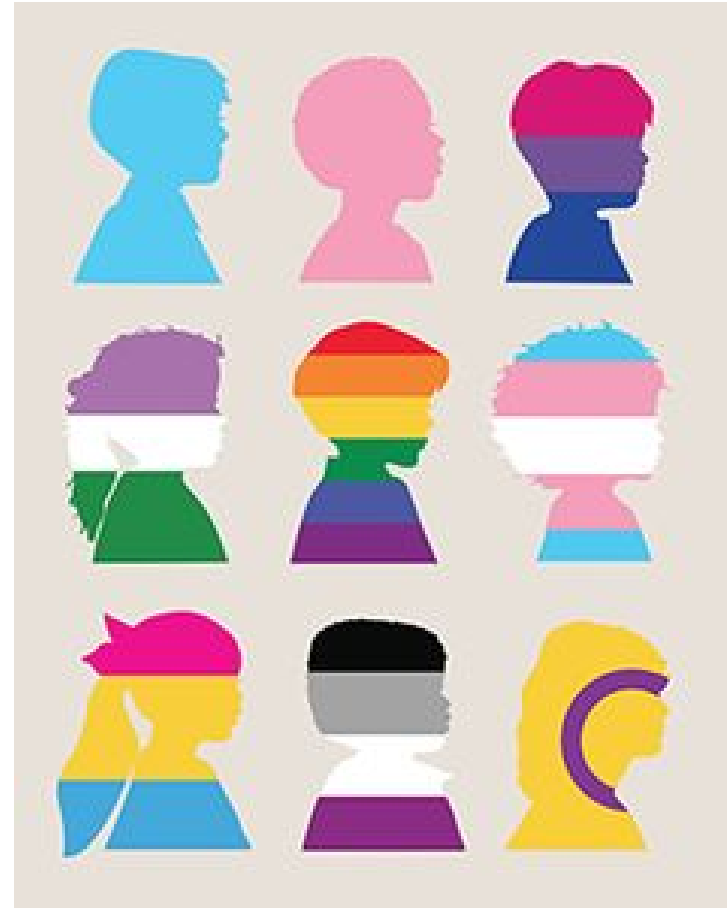
Diversity Efforts

Depending on the company you work for, you might:

- Attend diversity training.
 - Part of Orientation
 - Required training of all employees and contractors
 - Can involve harassment/discrimination training and other subjects
- Have to complete diversity forms prior to joining.
 - Ask your advisor for help if you are not familiar

Gender Identity

Gender identity is the personal sense of one's own **gender**. **Gender identity** can correlate with assigned sex at birth or can differ from it. All societies have a set of **gender** categories that can serve as the basis of the formation of a person's social **identity** in relation to other members of society.





MALE



FEMALE



HETERO



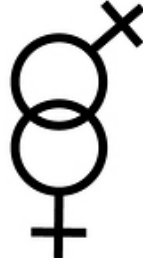
ASEXUAL



TRANSGENDER



GAY



LESBIAN



GAY



LESBIAN



OTHER GENDER



BISEXUAL



BISEXUAL



GAY



LESBIAN



NON-BINARY
TRANSGENDER



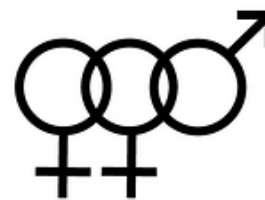
BISEXUAL



BISEXUAL



BISEXUAL



BISEXUAL



TRANSGENDER

Gender Identity

- Pronouns
 - If it's not specified, do not assume the person's gender identity
 - Be aware when writing emails, cover letters or other communication messages!
 - When in doubt, use their name or if name is not provided, a general title such as "hiring manager."
 - Avoid sir, m'am, mr., ms., mrs. etc. if you don't know them!

Mofei Xu, M.S. 🗣️ | /mō-fey-hsü/ | *she, her, hers*

GRADUATE ENGINEERING CO-OP FACULTY

Multidisciplinary Graduate Engineering | 513A DA | 617-373-8445 | WeChat: mofei8445
360 Huntington Ave., Boston, Massachusetts 02115-5000





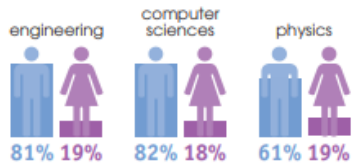
Higher Education

The rates of science and engineering (S&E) **coursetaking for women shift at the undergraduate level** and gender disparities begin to emerge.

57% Women earn 57% of bachelor's degrees in all fields;
50% 50% of bachelor's degrees in S&E.¹

Within S&E, men and women tend to study different fields.

Men earn a majority of bachelor's degrees awarded in:¹



Women earn a majority of bachelor's degrees in psychology, biological sciences, and social sciences.¹

86% of early career doctorate holders with a science and engineering degree are either white or Asian.²

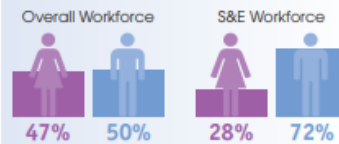
- **2.7** are Black women
- **3.6** are Latina
- **3.1** are other women racially underrepresented in science and engineering

¹ National Science Board, 2018. Science and Engineering Indicators 2018. Arlington, VA: National Science Foundation (NSB-2018-1).

² National Science Foundation, National Center for Science and Engineering Statistics. (2017). Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017. Special Report NSB-17-310. Arlington, VA.

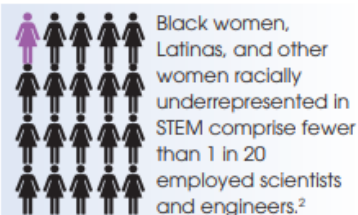
STEM Workforce

Women remain underrepresented in the science and engineering workforce, with the **greatest disparities occurring in engineering and computer sciences**.



Women constitute **47% of the overall workforce and 28% of the S&E workforce**.¹

60% Female scientists and engineers are concentrated in different occupations than men, with relatively high shares of women in the social sciences (60%) and life sciences (48%) and **relatively low shares in computer and mathematical sciences (26%), and engineering (15%).**¹



¹ National Science Board, 2018. Science and Engineering Indicators 2018. Arlington, VA: National Science Foundation (NSB-2018-1).

² National Science Foundation, National Center for Science and Engineering Statistics. (2017). Women, Minorities, and Persons with Disabilities in Science and Engineering: 2017. Special Report NSB-17-310. Arlington, VA.

Women in STEM

- Averaged across regions, women accounted for **less than a third (28.8%)** of those employed in scientific research and development (R&D) across the world in 2015.
- In 2017, women in the **United States** represented:
 - 25.5% of computer and mathematical occupations.
 - 16.2% of architecture and engineering occupations.
- Once women enter the tech field, they are 45% more likely to leave than men.

Women in STEM Resources

- Husky Systems Code
- [Women Who Code](#)
- She Geeks Out
- Fairy God Boss
- In Her Sight

Microaggression



The everyday verbal, nonverbal, and environmental slight, snubs, or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.

Scenario 1

Jane is a veteran employee at Sunshine Technologies Inc. She is managing a new intern, Sally who is currently pursuing her graduate degree. Sally has full time work experience previously in this field. Jane is assigning Sally a new project, and states the following:

“I’m sure you have never seen or worked with this before, so let me show you how to do it.”

Is this a microaggression? What are the different ways you can respond?

Scenario 2

Bob is attending a workshop at Raincloud Technologies Inc. with co-workers. Bob presents visually non-white. During lunch break, he gets in line with his fellow white co-workers to grab food, and proceeds to put dressing on his salad. After his salad is already dressed, a woman behind the counter rushes over to explain what each of the dressing options are, but does not do this with his co-workers.

Is this a microaggression? What are the different ways you can respond?

MICROAGGRESSIONS

Wow, you're
really articulate.

Where are you
really from?

You're a much better
driver than I expected.

Microaggression

- Debrief with your family, friends, co-workers
- Bring it up with your supervisor, co-op coordinator or HR
- Document any incidents

How to Respond

- Pause
 - **Do not feel the need to educate on the spot!**
 - Do not need to react right away
- Have a Productive Conversation
 - If you feel comfortable, you can approach the aggressor and share how their words impacted you or another
 - Remember to approach it with a growth mindset and to think of how it will change future interactions

Title IX Policy

- Northeastern has an obligation for freedom from harassment and discrimination for all
- Extends to searching for a co-op and while you are on co-op as well as when you are a student on campus

Gender-based Harassment



Gender-based Harassment



Your Rights

- You have the right to work and learn in an environment that is not hostile and does not make you uncomfortable
- If you do report, you have the right for your identity to remain anonymous, and for the accused to not know your name
- If you experience retaliation after a report, you should have the right to report that with immediate action

Who to Talk to

- To be kept confidential:

- ViSION Resource Center (VRC)**

- Website: northeastern.edu/vision/visionresourcecenter/

- Phone: [617.373.4459](tel:617.373.4459)

- Email: vision@northeastern.edu

- 106 St. Stephen St.

- You can access this no matter where you are!
- Report any incidents to your onsite supervisor or HR personnel (may not be kept confidential depending on situation or company policy)
- Report to your co-op coordinator if you feel comfortable; this information would be private, but non-confidential

Scenario 1

Kelly has been at her co-op for two months. About a month ago, Kelly's supervisor began coming to her workspace to see how she was progressing on her project. During these visits, the supervisor would always put his arm on her shoulder and lean in close to her face to review her work on the computer. Kelly has found herself leaving the room whenever her supervisor enters in attempts to avoid further interactions.

Do you think this is a form of harassment? What should Kelly do next?

Scenario 2

Jim has really enjoyed working with his intern team. However, he has noticed that Chad has been more flirtatious in conversations and tried to throw out the idea of going on a date. Recently, Chad has been chosen to select team members to join him on a special project. Chad approaches Jim and shares that if Jim agrees to the date this Saturday, he will select Jim to be a member on the special project.

Do you think this is a form of harassment? What should Jim do next?

