**Equality and diversity**

**A: Equality**: If people are treated differently from each other in an unfair way, they are discriminated against. Discriminatory practices might be based on someone’s:

* Race
* Gender
* Age
* Education
* Geographic origin
* Disability
* Sexual orientation – heterosexual, homosexual, etc.
* Family status – married, single, etc.
* Social background – someone’s social class

For example, if a woman is unfairly treated just because she is a woman, she is a victim of sexism at work, sexist attitudes or sex discrimination. In many organizations, women complain about the glass ceiling that allows them to get to a particular level but no further.

Stereotypical – fixed and unjustified – ideas about what men and women can do, and about the roles – jobs and activities – that they can have, constitute gender stereotyping.

If someone is treated unfairly because of their race or ethnicity, they are a victim of racial discrimination or racism. Offensive remarks about someone’s race are racist and the person making them is a racist.

Older people discriminated against because of their age are victims of ageism and ageist attitudes.

In the US, affirmative action is when help is given in education and employment to groups who were previously discriminated against. In Britain, affirmative action is known as equal opportunities. These actions are also called positive discrimination in both countries.

Some companies have an equal opportunities policy or dignity at work policy covering all the issues above, which is designed to increase equality – treating people fairly and in the same way.

**B. Diversity**: Many organizations now aim for diversity in the workforce, with policies that encourage inclusion – employees from as many different backgrounds as possible. This goes beyond equal opportunities, and enables an organization to keep up with social and demographic changes- changes in the make-up of society and the population as a whole. Examples of such changes include increases in the number of women, older workers, ethnic minorities – people from particular counties and racial groups. Organizations are looking for a diverse workforce.

C. Word combinations with ‘Diversity’

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| --- | --- |
| Training | Teaching employees about the importance of diversity |
| Initiative | An action designed to increase diversity |
| Statement | A company’s communication about their attitude to diversity |
| Strategy | A long-term plan for putting diversity into action |
| Management | How diversity is managed in a company or companies in general |
| Programme | A series of actions designed to put diversity into practice |

1. Complete the table with words from sections A and B.

|  |  |  |
| --- | --- | --- |
| **Noun** | **Adjective** | **Related noun** |
| Age |  |  |
|  | Racist |  |
| Sex |  |  |
| Stereotype |  |  |
|  | Diverse | - |
| Discrimination |  | - |
|  | Equal | - |
|  | Ethnic | - |

1. Complete these sentences with correct forms of expressions from the above table.
2. When we first joined the company, our roles were \_\_\_\_\_\_\_\_\_\_\_\_\_\_: he was the marketing risk-taker and I was the conventional accountant.
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ housing policies confined Blacks and Latinos to neighborhoods close to industrial zones.
4. ‘Hispanic’ refers to people whose \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ stems from a variety of Spanish-speaking cultures throughout Latin America and the Caribbean.
5. They accused lenders in Los Angeles of ‘systematic \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_’, saying that blacks were 30 per cent more likely to pay higher interest rates than whites.
6. The notoriously \_\_\_\_\_\_\_\_\_\_\_ computer industry rarely puts 50-somethings on permanent employment contracts.
7. The issues that Jennifer raised about \_\_\_\_\_\_\_\_\_\_\_\_\_\_ in the military can affect women after they get out of the military as well.
8. The bank has struck a blow for \_\_\_\_\_\_\_\_\_\_\_\_\_ by appointing the first woman executive director to its male-dominated board.
9. Allowing employees to take unpaid leave to observe a religious or cultural holiday is one policy used to show that an organization encourages \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.
10. Match the two parts of these sentences containing expressions from section C.

|  |  |
| --- | --- |
| 1. People with stronger ethnic identities were more attracted to organizations that described a diversity | A. programs is to ask how likely they are to change employee attitudes |
| 1. One way to assess the potential effectiveness of diversity | B. statements might signal an organization’s concerns about a broader range of differences. |
| 1. About 250 state employees attended the diversity | C. strategy transparent by having a section on equality and diversity in its annual report. |
| 1. The company makes its diversity | D. initiative in their recruiting materials than to organizations that did not describe a diversity initiative. |
| 1. Affirmative action statements signal an organization’s attention to race and gender, but diversity | E. Training seminar, titled ‘How to work Effectively with Indian Nations and Tribal Members’. |