**Part I:**

**Identify and explain** an overarching social justice issue associated with **the dimension of diversity on which your team developed their course project**. (diversity of sexual orientation, gender identity, religion, physical and mental abilities, age, appearance)

The social justice issue should be directly related to the employment experience – **or** - the student should explain why the social justice issue is/could be related to the employment experience.

One of the important things that I learnt during the project about discrimination against age is that age discrimination can start before 40, which isn’t even that old age. There are very few legislations that can protect from it and because of that it is a very severe social issue. The Age Discrimination in Employment Act (ADEA) forbids age discrimination against people who are age 40 or older, but even though it can start before the age of 40, it does not protect workers under the age of 40 (week 10: “The ADEA: What You Should Know”). The law doesn't prohibit teasing and offhand comments. The Supreme Court has established that an employer does not violate the ADEA by providing preferential treatment to older worker over younger ones, even where the younger workers are over the age of 40 which clearly says a lot about how this issue is not being taken with complete awareness.

With regards to age, youth is regularly taken to be the standard. Age appears to emerge just when it is understood as an issue in regular reasoning, which happens mostly comparable to the 'older' worker. Stereotypes like older people at a workplace cost too much still exists in most of the places. The research study presented by AARP has proved that the correlation between aging employees and employer costs is now minimal, in part because employers focus less on seniority now when they reward workers. People still believe that older people are the ones who are afraid of technology and studies have again proved that this is not the case (<https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/5-age-stereotypes-workplaces-need-to-eradicate.aspx>). Another stereotype is that older people are resistant to change and stick to what they have dealt with and learned in their lives. These and many more stereotypes make the workplace experience very tough, especially for older people.

Every state except South Dakota has a law prohibiting age discrimination in the workplace, which is very hard to believe that even in 21st century still do not see this issue clearly. Treating others like how you’d like to be treated will solve the problem quite easily. People, in general, need to understand that experience of an older person can help in so many ways not to mention how it diversifies the workplace environment, which will eventually help solve issues like discrimination and exclusion.

**Part II:**  
**Identify and explain** an overarching social justice issue **associated with any other dimension of diversity we addressed in the course** (diversity of gender, sexual orientation, gender identity, religion, race/ethnicity, physical and mental abilities, age, appearance)

Again, the social justice issue should be directly related to the employment experience – **or** - the student should explain why the social justice issue is/could be related to the employment experience.

All the discrimination issues that we went over in class have one thing in common, which is they can all be solved with inclusion. A working environment which offers backing and consolation will help all and especially disabled employees perform to their maximum capacity and be profitable in what they do.

As mentioned in the article, “Fake Cover Letters Expose Discrimination Against Disabled”, it is no new now that employers do discriminate against people of disability just because they are disabled and ignoring their qualifications. Being disabled is not a choice, and I can’t wrap my head around the fact that employers and organization do not understand this simple fact. It was very upsetting to see the results the researchers found. As mentioned in the article, “The researchers, who sent résumés and cover letters on behalf of fictitious candidates for thousands of accounting jobs, found that employers expressed interest in candidates who disclosed a disability about 26 percent less frequently than in candidates who did not”.

In answering the forum question for week 9, I got to learn about different things employers can do to change this situation. For instance, in this modern age, employees can adapt the assistive technology. After reading more about it, I realized that because of the variety of available equipment it can help the disabled people in all sorts of ways. Not only that, but as mentioned in the project (Ehimen, Emmanuel-Dike, Racine - slide2) I got to learn that mental illness also falls under disability and understanding how important it is to consider this can help in a long run. Going through the same project and reading the course material (week 9: section – Inclusion strategies) I realized that, making them feel like they are heroes is also not a good way to approach this problem, but instead, spending time with them and being a little sensitive towards them can help. Disabled people are not sick, they are not in constant pain, but they are productive and even better workers (slide5), and the sooner we understand and value that thought, the better.

**Resource used**:

* Week 9: Forum 4
* Week 9: Fake Cover Letters Expose Discrimination Against Disabled
* Week 9: How To Make Workplaces More Welcoming For Employees With Disabilities
* Course project of Ehimen, Emmanuel-Dike, Racine

**Part III:**

Assess the complexities of the social justice issues that impact members of nondominate cultures in the workplace.

**Explain the similarities and/or differences between the social justice issues** identified in part I and II.

Specifically, discuss:

the similarities or differences in **the causes of the social justice issues**

the similarities or differences in **the specific impact(s) that these social justice issues have on the workforce members** you are considering.

I believe that it all comes down to whether an employee is feeling included and comfortable in the environment they are working in. If people just be less selfish and start thinking about others just a little more, all these issues can be resolved. It is not going to happen overnight, but we have to start somewhere at least. Another similarity between Part I and Part II topics is that people with “faults” labeled by society are the ones that get discriminated against the most. Topics like gender pay gap, discrimination of race and religion, discrimination against disabled people still exist and only getting severe. To name another thing that connects the issues is education, education about the issues that exist and the solutions that also exist. Many people feel helpless when they are discriminated against both of the discussed or any other topics, and that is because no one ever told them about the legal remedies that exist which can at least give them a chance to fight back. Many people are also never made aware of these issues which unintentionally makes them a part of the problem. Both of the discussed problems have similarities but also have differences in a way they affect us. I feel that discrimination against age affects all of us the most as compared to the discrimination against physical and mental health. Everyone, despite of their physical and medical condition is going to grow old at one point, and if this type of discrimination still exists, we all will have to face it. Despite of all the similarities and difference, both of these topics along with many more are making the workplace experience extremely difficult for everyone and requires change immediately.

**Part IV:**

**Propose and explain a strategy for addressing inequities** for one of the social justice issues you’ve identified.

The strategy can involve either or both

1. what **organizational leadership can do**
2. what **individual members of the workforce can do**

to work toward achieving social justice for the target workforce members you are considering.

With the increase in awareness, this problem will be resolved. As mentioned in my previous answer, if people are educated on this topic and made aware of the severity of the situation, a change will be seen in near future. Respecting older people at a workplace is a point to start at. In the article “How Do We Combat Ageism? By Valuing Wisdom as Much as Youth” (week 10), it uses a term “bro-culture” which is by far the best way of describing why people of older age are being neglected at a workplace. Here are some other things that we can do on an individual level to fight this:

Treating others like how you’d like to be treated will solve the problem quite easily. Not making fun of older people and not taking part in any activities that might hurt someone’s feelings can also be a good step to take. Age is not a reliable indicator when judging a worker’s potential productivity or employability, and the sooner we and people we work with understand that the better. Sometimes, an intervention that provides information about the myths and realities of ageing at a workplace can educate people about the real issue. If mandatory retirement age can be abolished, it would be of great help. Organizations like UN also have fixed retirement ages which can be changed for good

Ageism is one of the few thigs that ultimately affects us all. As deeply divided as we are politically and culturally today, the eventual arrival of elderhood is a condition that we all will have to pass through. I personally believe the change in individuals is the only way to make a change. Forcing rules on workers will only work if the individuals truly believe in making the changes and making things better.