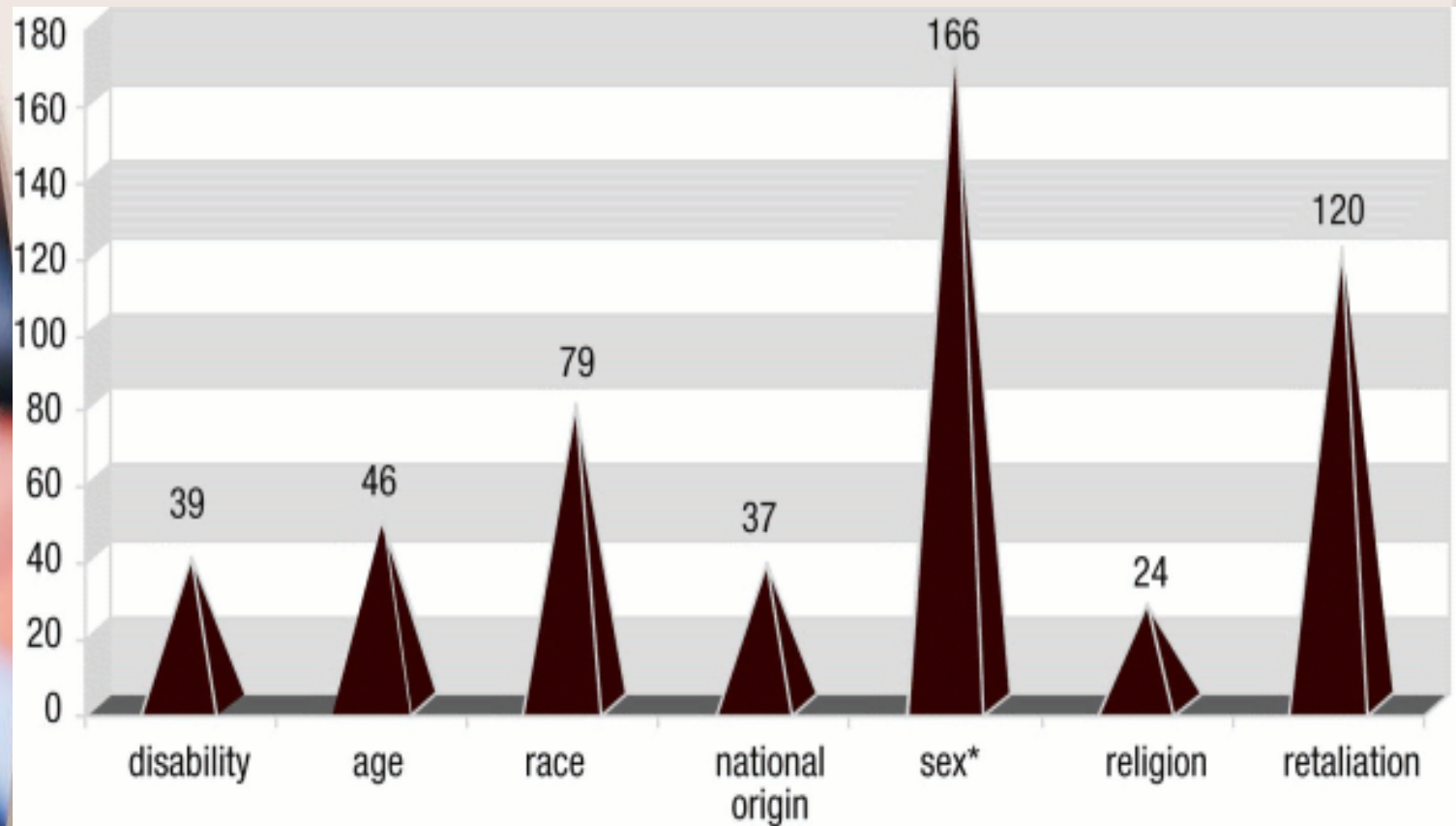




Diversity

Discrimination Lawsuits



*Of these 166 sex discrimination suits, 102 suits alleged claims of sexual harassment.



Program Objectives (1 of 2)

- ◆ Emphasize the value of diversity.
- ◆ Eliminate misconceptions of diversity and its effects.
- ◆ Improve the management of diversity.



Program Objectives (1 of 2)

- ◆ Understand the key concepts of diversity.
- ◆ Know how to implement good practices for diversity in the workplace.



Definition

- ♦ The ways we are different; the condition of having unique characteristics.
- ♦ The condition of being diverse: Variety; especially: the inclusion of diverse people (as people of different races or cultures) in a group or organization.



Understanding Diversity (1 of 3)

- ◆ Diversity is more than just tolerating differences. It is respecting, appreciating, and understanding the varying characteristics of individuals.



Understanding Diversity (3 of 3)

- ✦ Discrimination breeds narrow-mindedness, impairs employee morale, strains employee relationships and thus, damages productivity.
- ✦ Not to mention, it is illegal and costly in terms of litigation!



A Lack of Diversity (1 of 2)

- ✦ The stereotype of the US as a “melting pot” is misleading, because most minorities live in certain parts of the country. In many areas, for practical purposes, we in the United States are actually lacking real ethnic, racial, and religious diversity.



A Lack of Diversity (2 of 2)

- ✦ Instead, it seems that we have a few, small melting pots, located in gate-way metros where Blacks, Asians and Hispanics live in large numbers. In contrast, the Midwest and South are still pre-dominantly occupied by Whites, as are many suburban areas nationwide.



Scorecard Summary

Measure diversity in actual figures

Look at the success of training programs

Determine the effectiveness of programs that create and cultivate diversity (ex. Domestic partner benefits).

Look at the productivity of each unit to ensure diversity policies are operating successfully.



Workforce Benefits (2 of 5)


2. Creativity and engaging discourse is fostered, leading to an increase in innovation and productivity.
 - A heterogeneous environment stimulates discourse and the exchange of ideas.




Workforce Benefits (4 of 5)

- A heterogeneous group solves a problem much more easily because there are many different outlooks.

Diversity Programs

A photograph of several business professionals in a meeting. In the foreground, a person in a brown suit is holding a pen over a clipboard. Behind them, other people in business attire are also holding clipboards and pens, suggesting a collaborative work environment. The background is slightly blurred, focusing attention on the participants.

A close-up, profile view of three diverse business professionals. In the foreground, a woman with dark hair is slightly out of focus. Behind her, a woman with blonde hair is smiling and looking towards the right. In the background, a man with dark hair is also looking towards the right. They are all dressed in business attire.

Workforce Demographic Change



Successfully Managing Diversity



Download "**Diversity**" PowerPoint presentation at **ReadySetPresent.com**

161 slides include: 8 points on the aspects of diversity, 3 layers of diversity, 7 under-represented groups, workforce ethnicity statistics, 6 points on understanding diversity, 6 slides on key concepts, 10 types of illegal discrimination, 7 examples of historical discrimination, 4 points on the lack of diversity, 6 points on a training example, a 4 quadrant score card, 2 diversity groups, 8 reasons why diversity is essential, 10 points on workforce benefits, 2 ways diversity assists dedicated businesses, 4 departmental benefits, 4 points on the benefits of diversified products/services, 3 challenges in management, 6 key goals, 10 points on determining how efficiently diversity is managed, 12 points on management factors, 8 leadership characteristics for managing diversity, 9 points on successfully managing diversity, 5 points on how to reword an issue, 12 points on enacting change, 12 points on the four areas impacted by diversity management, 8 points on top level support for diversity, 35 points on five considerations for diversity, 17 points on the three stages of workforce demographic change, 10 points on knowledge is power, 5 points on diversity training, 15 points on the five-step process of adjustment, 11 points on consumer market, 23 points on methods to diversity, 15 points on diversity programs, 16 points on action steps, how to's and much more!

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