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Moving from Diversity to Inclusion in the Workplace

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Goals for this session!!

- Enhance inclusiveness through better communications among faculty, staff, and clientele:
  - Opening our minds to different people, cultures, and opportunities!
  - Ability to recognize, understand, and adapt to differences
  - Enhanced cultural self-awareness
  - Creating a safe environment free of abuse, harassment or unfair criticism.

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Guidelines for Discussion

- Try on
- It's OK to disagree
- It's NOT OK to blame, shame or attack
- Practice self-focus
- Notice both "process and content"
- Practice "both/and" thinking
- Be aware of "intent and impact"
- Maintain confidentiality

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Diversity

- ***Diversity*** *has always been a powerful, even a necessary, catalyst for intellectual progress*

» *----David H. Porter, President Emeritus, Skidmore College*

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– ***Diversity*** *refers to all of the ways in which people are different. This includes individual, group, and cultural differences.*

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Diversity is……

- *a mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets to the group and organizations with which they connect*

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Dimensions of Diversity

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Inclusion

- The active, intentional, and ongoing engagement with diversity—in people, in cultural programs, in continued dialog *designed to increase/create---*
- 1) awareness/sensitivity/respect
- 2) open, effective communication
- 3) clear channels for feedback
- 4) active listening and responding

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Diversity in the Workplace!!

- By 2022 the labor force is projected to reach more than 163 million people, a 6.2 percent increase from today. But economists project the labor force participation rate will drop over the coming decades, as an aging population of baby boomers exits the workforce.

(Bureau of Labor Statistics, 2013)

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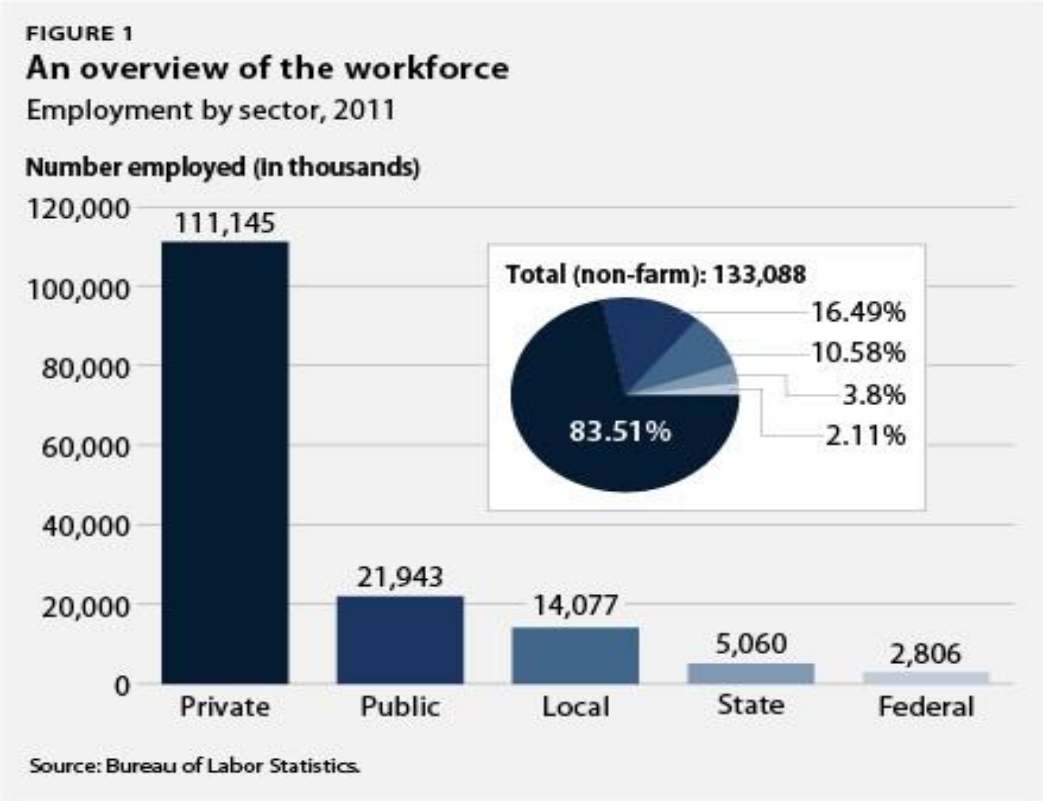
Workforce Overview



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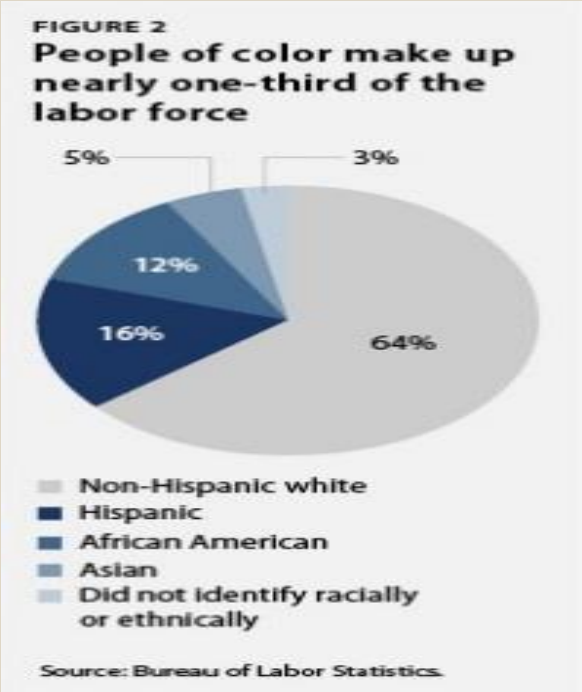
Workplace Diversity



- As of June 2012 people of color made up 36% of the labor force.
  - Approx. 64% - non-Hispanic white
  - 16% - Hispanic
  - 12% - African American
  - 5% - Asian
  - Approx. 3% identify as other

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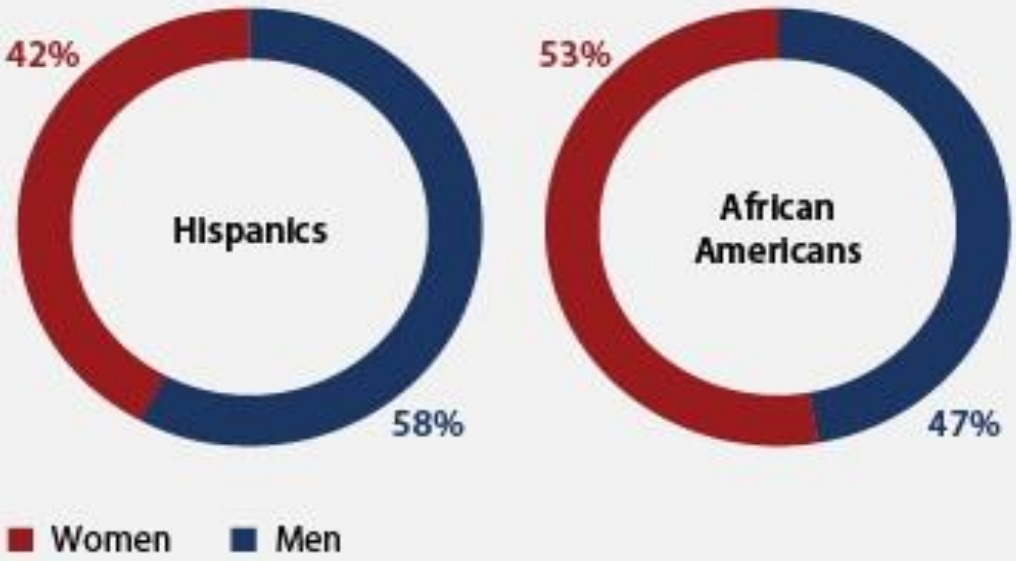
Diversity

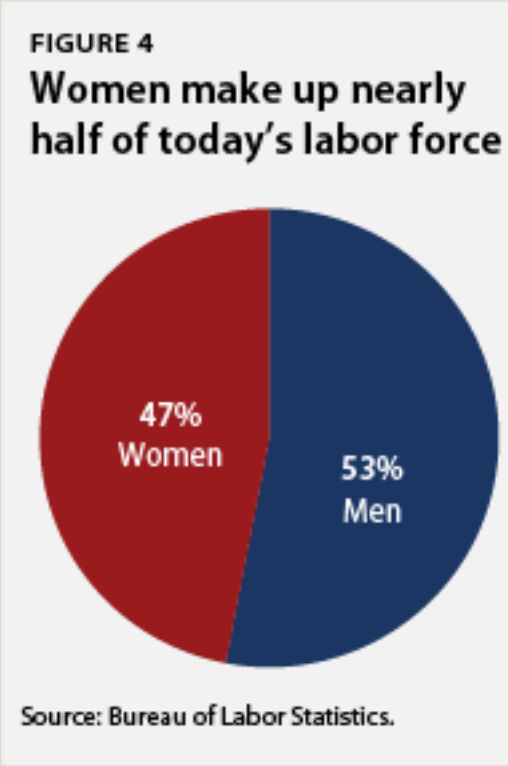
FIGURE 3

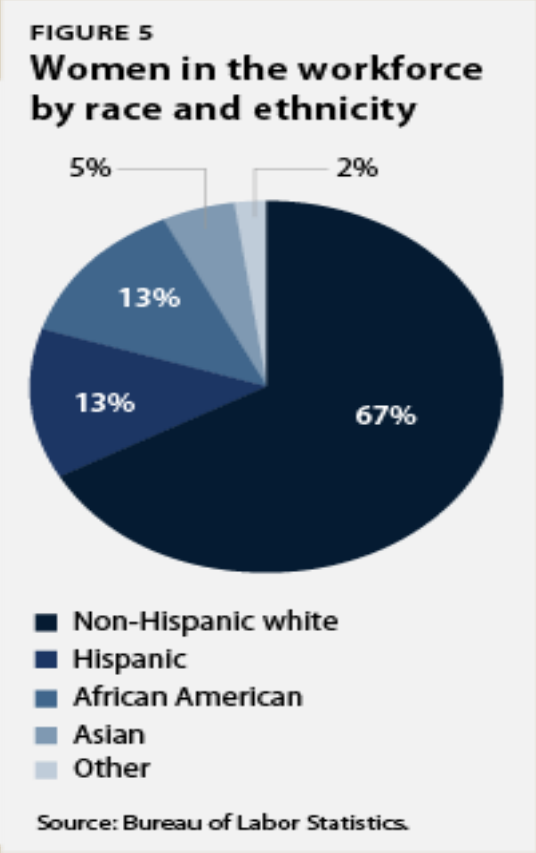
Race and gender in the labor force



Source: Bureau of Labor Statistics.

Women in the Workplace





- By 2020, women's participation rate in the labor force is expected to be greater than that of men!!!

(Burns, Barton, & Kerby, 2012)

CEOs

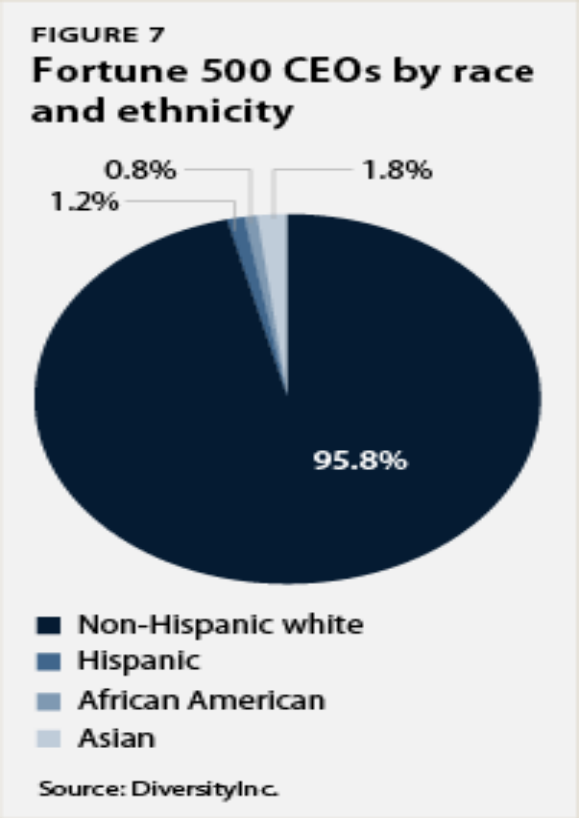


FIGURE 7
Fortune 500 CEOs by race and ethnicity
0.8%
1.8%
1.2%
95.8%
Non-Hispanic white
Hispanic
African American
Asian
Source: DiversityInc.

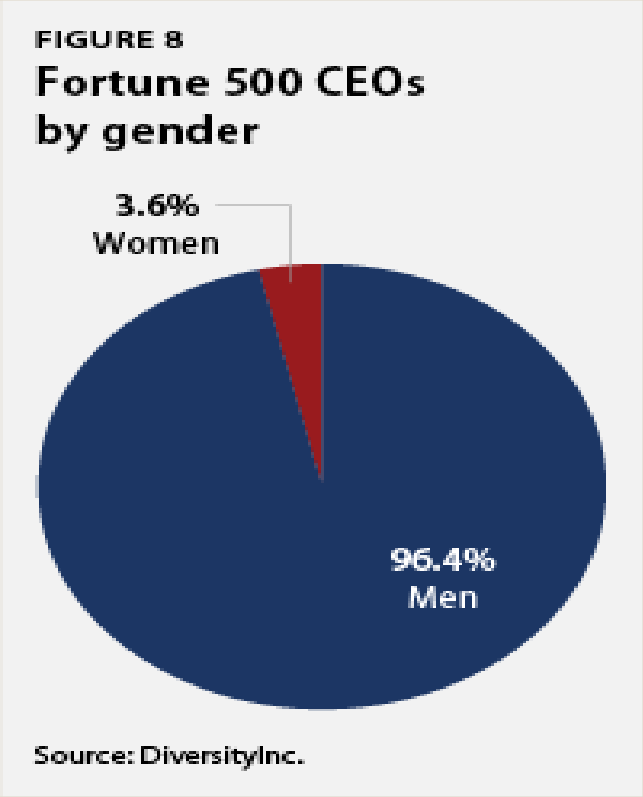


FIGURE 8
Fortune 500 CEOs by gender
3.6%
Women
96.4%
Men
Source: DiversityInc.

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Gay and Transgender

- Our nation is home to ***approx.*** 8 million gay and transgender adults.
  - According to Williams Institute, an ***estimated*** 585,000 gay or transgender workers in local government; 418,000 in state government; and 200,000 in federal.
  - A little more than 1 million workers in the public sector; ***approx.*** 7 mil. In the private sector.

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Overview of Gay and Transgender Workers

- Williams Institute's data indicates, gay and transgender workers make-up approximately 6.28 % of the workforce.

FIGURE 6

An overview of gay and transgender workers

Gay and transgender employment by sector, 2009

	Number of gay or transgender employees (estimated)	Number of total employees	Percent of workforce that is gay or transgender
Local	585,000	14,498,367	4.03%
State	418,000	5,345,775	7.81%
Federal	200,000	2,823,777	7.08%
Total public	1,203,000	22,667,919	5.31%
Total private	7,000,000	108,000,000	6.48%
Total all	**8,203,000**	**130667919**	**6.28%**

Source: The Williams Institute.

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People with Disabilities

- People with disabilities are vital contributors to our nation's economy.
  - Approximately 27,382,000 (11%) have a disability. Yet only 5,722,000 (21%) are in the labor force.
  - Unemployment rate (living with a disability but looking for work) is 15% --much higher than people not disabled 8.7%

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Changing Cultural Landscape

- The real voyage of discovery consist not in seeking new landscapes but in having new eyes
  - -----Marcel Proust

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Benefits/Challenges/Tools

- Benefits – reduction in lawsuits; marketing opportunities; recruitment; increased creativity; business image
- Challenges – valuing differences; combating discrimination; promoting inclusiveness
- Tools – understanding discrimination/impact; self-awareness of biases/prejudices; perspective-shifting; willingness to change if necessary