



Equal Employment Opportunity Training in Strategies for Diversity Management!





Purpose of Material

- The goal of the modules are to provide information and strategies to increase diversity awareness and management.
- “Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without.” * William Slone Coffin, Jr.



Agenda

Module 1:

- Overview of Diversity

Module 2:

- Business Case for Diversity

Module 3:

- Overview of Diversity Management

Module 4:

- Challenges to Diversity Management



Module 1

- Learning Objectives
 - Define and understand diversity
 - Understand the differences among Equal Opportunity Employment, Affirmative Action, and Diversity



What is Diversity?

The many differences that make us unique

- Primary Factors

- Race
- National Origin
- Sex
- Age
- Color
- Physical/Mental Abilities

- Secondary Factors

- Work Style
- Education
- Income
- Marital status,
- Personality
- Rank
- Values



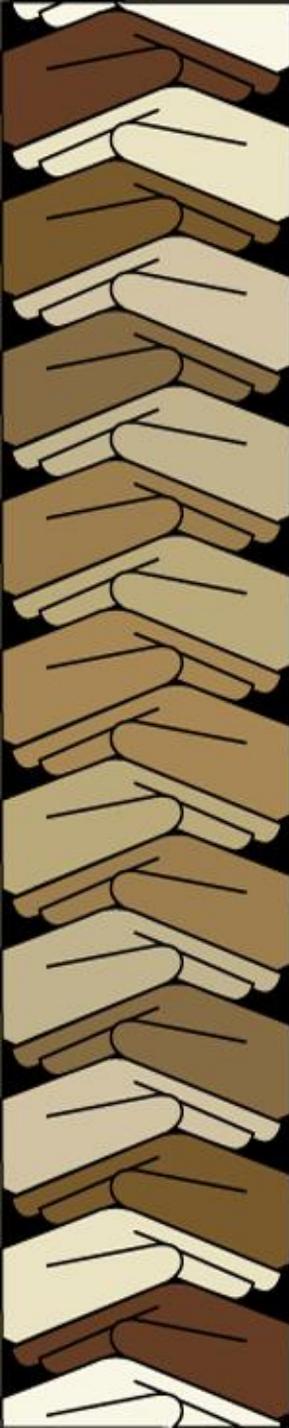
EEO and Diversity, a Comparison

- EEO
 - Laws that prohibit workplace discrimination based on race, color, region, sex, national origin, age, genetic and disability.
- Diversity
 - An inclusive work environment that values individual differences and provides equal opportunity for all.
 - It encompasses acceptance and respect and understanding that each individual is unique and recognizing our individual differences. It is the exploration of these differences in a safe, positive and nurturing environment.

Business Case for Diversity

Module 2





Module 2

- Learning Objective
 - Understand the benefits that diversity offers organizations



How Do Organizations Benefit From Diversity?

- Wider perspectives on problem solving
- Improves mission effectiveness
- Positive organizational image that helps in recruiting the best people for the organization
- Larger set of knowledge, skills, abilities, and experiences for meeting the organizational mission



Problem Solving and Diversity

- Organizations with diverse members bring:
 - Broader, richer perspectives to problem solving. Such organizations can more directly pinpoint the definition of the problem, generate creative and innovative solutions, evaluate the solutions on many important criteria, and choose the best possible solution.



Gives Your Organization A Competitive Edge

Diversity creates inclusiveness for people with different knowledge, skills, abilities, experiences, and perspectives. A breadth of backgrounds gives the organization an edge over organizations that mold its members into sameness.

A diverse organization can react more quickly and adaptively to organizational challenges



Improves Recruitment

- Creates an image of the organization to the outside world that is inclusive of people of different backgrounds. Because different kinds of people want to associate with an organization that values diversity.



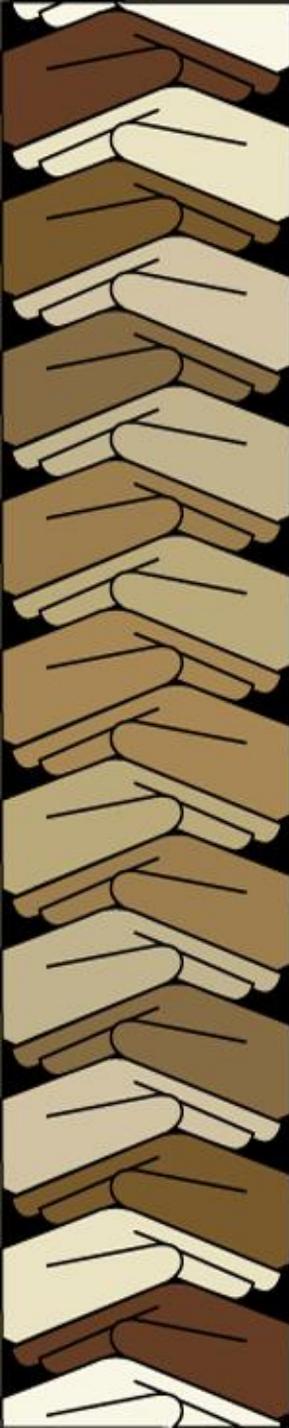
Creates Respect For The Contribution of Every Member

- Requires that all members actively participate in accomplishing the mission. This fosters a respect from all organizational members for what each member can contribute to the mission.



Additional Benefits

- High perception of an organizational climate of consistency and fairness
- Greater pool of expertise, information, and experience for problem solving
- Focus upon everyone succeeding
- Managing different kinds of people hones leadership skills
- Stronger loyalty and commitment to the organization



Discuss the following:

*How is diversity connected
to mission effectiveness?*

What is Diversity Management?

Module 3





Module 3

- Learning Objectives
 - Knowledge of diversity management
 - Identify factors that drive an inclusive environment
 - Understand elements of an effective diversity management program
 - Identify benefits of diversity management



What is Diversity Management?

- An inclusive environment that enhances the contribution of all members to fulfill the organization's mission
- Differences are recognized, understood, and valued
- Accomplished through communication, education, policies, programs, selection, retention, mentoring, leadership, and individual accountability



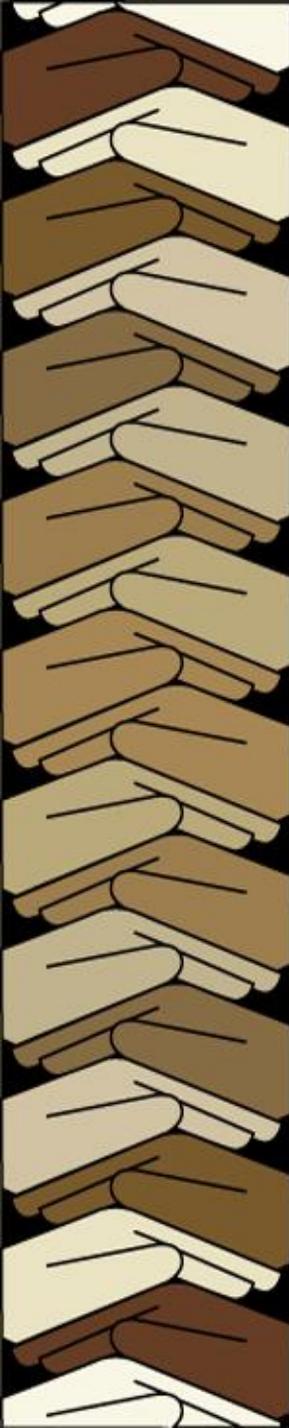
What is an Inclusive Environment?

- Active inclusion of all members in the organization
- Valuing differences among organizational members
- Competing for the best people
- Reducing negative behaviors that can keep people apart
- Creating an environment where everyone can develop their potential



Reflects High Standards Of Performance

- Organizations that do not practice diversity management expect less from members from certain backgrounds.
- Organizations practicing diversity management expect the best from all members. They set high standards and demand top performance from everyone.



Essential of Diversity Management

- Leaders must be a proactive, flexible, and have the ability to cultivate the advantages of diversity, while minimizing its challenges.



Diversity Management Best Practices

- Pro-diversity beliefs demonstrated at the all levels
- Leadership commitment
- Strategic planning
- Tie to mission effectiveness
- Harness capabilities and foster talent
- Accountability, measurement, and evaluation Link to performance



Diversity Management

Advantages For The Organization

- Creates an image that improves recruiting of members into the organization
- Gives your organization a competitive edge
- Improves problem solving
- Enhances inclusion of all members
- Reflects high standards of performance
- Stimulates individual development

Continue →



Diversity Management Advantages For The Organization

- Creates respect for the contribution of every member
- Concentrates a focus upon the mission, which all members share
- Makes the organization more adaptable



Question

Discuss three components of a successful diversity management program.

Challenges with Diversity Management

Module 4





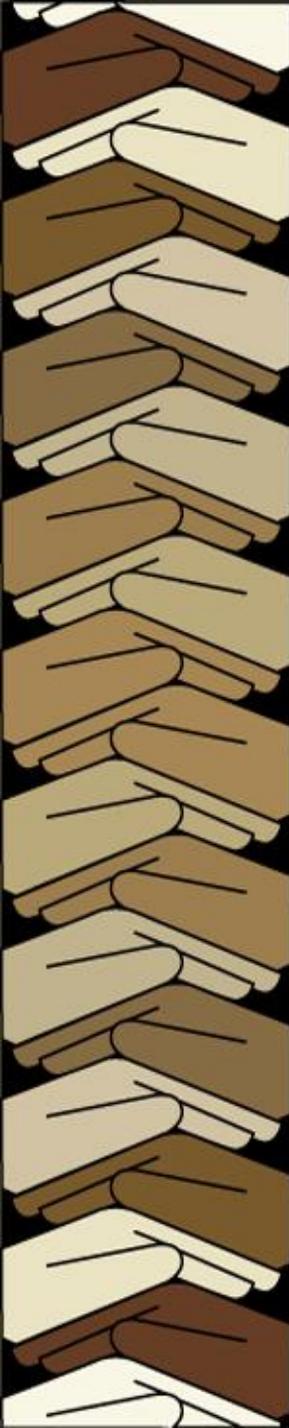
Module 4

- Learning Objectives
 - Generational differences
 - Balancing inclusion
 - Suggestions to manage misperceptions, miscommunication



Challenges with Diversity

- Generational Differences:
 - The Veterans (1922-1943)
 - Baby Boomers (1944-1960)
 - The Gen Xers (1961-1980)
 - The Millennials (1980-2000)



Challenges with Diversity

- Balancing inclusion of everyone and valuing differences is not easy
- Diversity management response:
 - Both inclusion and valuing differences are important for mission accomplishment
 - Balancing takes time and effort but results in a richer, more proactive leadership style



Challenges with Diversity

- Misperceptions of different kinds of people
- Diversity management response:
 - Training about stereotyping and bias can help reduce
 - Different types of people working together toward a common goal focuses perceptions upon performance not stereotypes



Challenges with Diversity

- Teams composed of different kinds of people may not function smoothly
- Diversity management response:
 - Train teams in team dynamics
 - Allow sufficient time for teams to iron out differences among members
 - Focus teams upon their mission



Summary

- Diversity is about leveraging human potential, which is critical to enhance mission readiness.
- Diversity management improves mission readiness and organizational effectiveness.
- There are challenges to diversity management, but with the correct tools the obstacles can be resolved.

QUESTIONS

