The background features a dark, stylized world map with a grid of latitude and longitude lines. Overlaid on the map are several glowing, concentric circular lines in shades of orange, red, and pink, creating a sense of global connectivity and dynamic energy.

Embracing Workplace Differences

A Diversity Overview for HR Professionals

Goals

Information



Analysis



Discussion



Awareness

Foundational Premises

Challenge ↙ *Information vs Attitude*

Standard ↙ *Mercy vs Justice*

Approach ↙ *Benefit of the Doubt*
VS
Assumption of Guilt

Terminology & Definitions

❖ **EEO**

Title VII of the Civil Rights Act of 1964. It is unlawful to engage in employment discrimination based on race, color, religion, national origin or sex.

❖ **AA**

Affirmative, i.e., conscious, positive, directed action; one available methodology to ensure EEO goals.

❖ **Diversity**

*noun (14c) 1: the condition of being different; variety;
2: an instance or a point of difference.*

Source: Webster's Ninth New Collegiate Dictionary

Terminology & Definitions

❖ **Racial Diversity**

*adj. (1862) 1: of, relating to, or based on a race;
2: existing or occurring between races*

❖ **Cultural Diversity**

adj. (15c) 5a: the integrated pattern of human knowledge, belief, and behavior that depends upon man's capacity for learning and transmitting knowledge to succeeding generations; b: the customary beliefs, social forms, and material traits of a racial, religious, or social group.

❖ **Quasi-Cultural Diversity**

adj. (Latin) as if, as it were, approximately; in some sense or degree

Source: Webster's Ninth New Collegiate Dictionary

Terminology & Definitions

❖ Caucasian/White

adj. (1807) 1: of or relating to the Caucasus or its inhabitants; 2a: of or relating to the white race of mankind as classified according to physical features; b: of or relating to the white race as defined by law, specifically as composed of persons of European, North African or southwest Asian ancestry

❖ White,

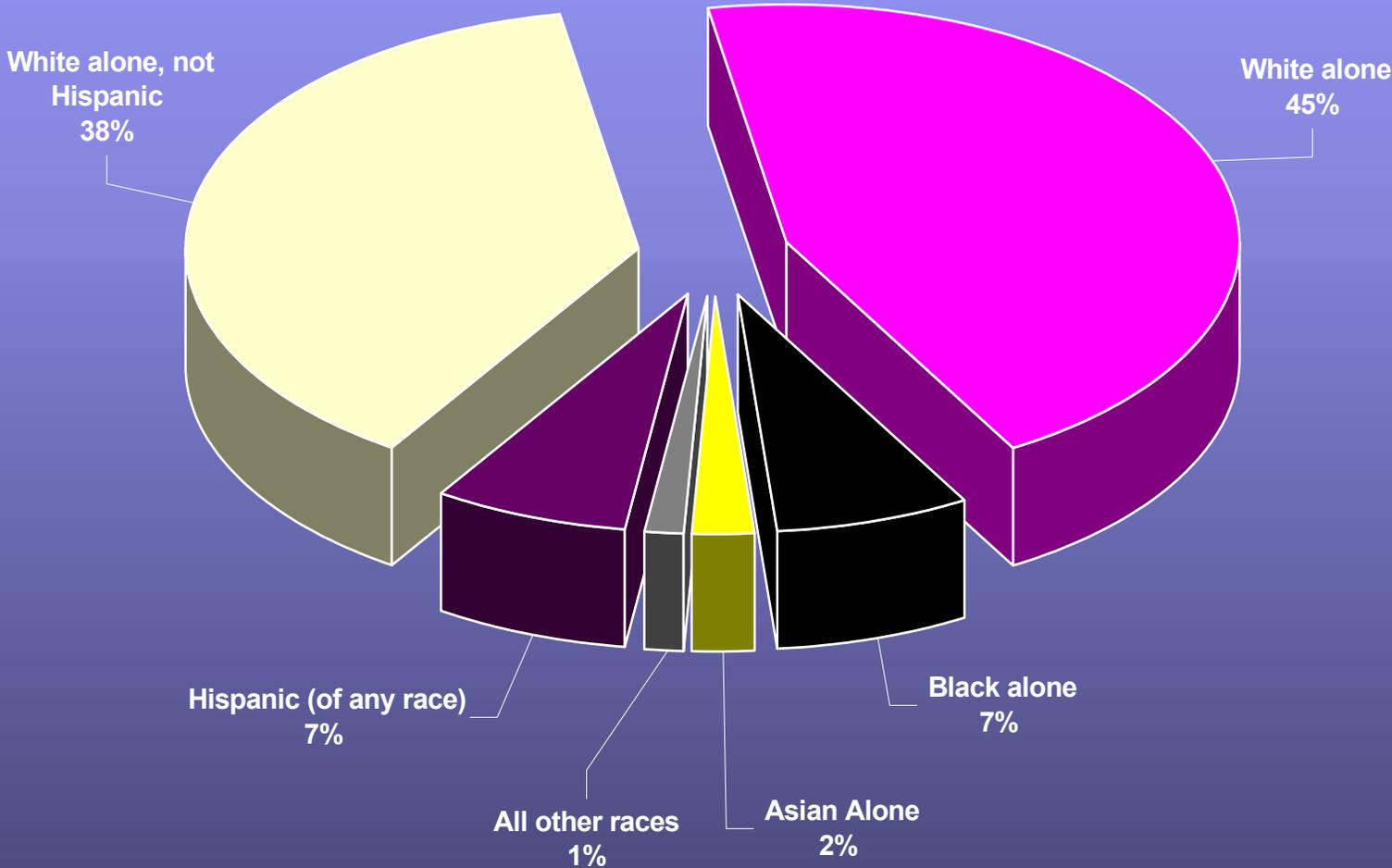
adj. (bef. 12c.) 2a: being a member of a group or race characterized by reduced pigmentation and usually specifically distinguished from persons belonging to groups marked by black, brown, yellow or red skin coloration

❖ People Of Color

see above, i.e., persons belonging to groups marked by black, brown, yellow or red skin coloration

Population 2000

287,125,000

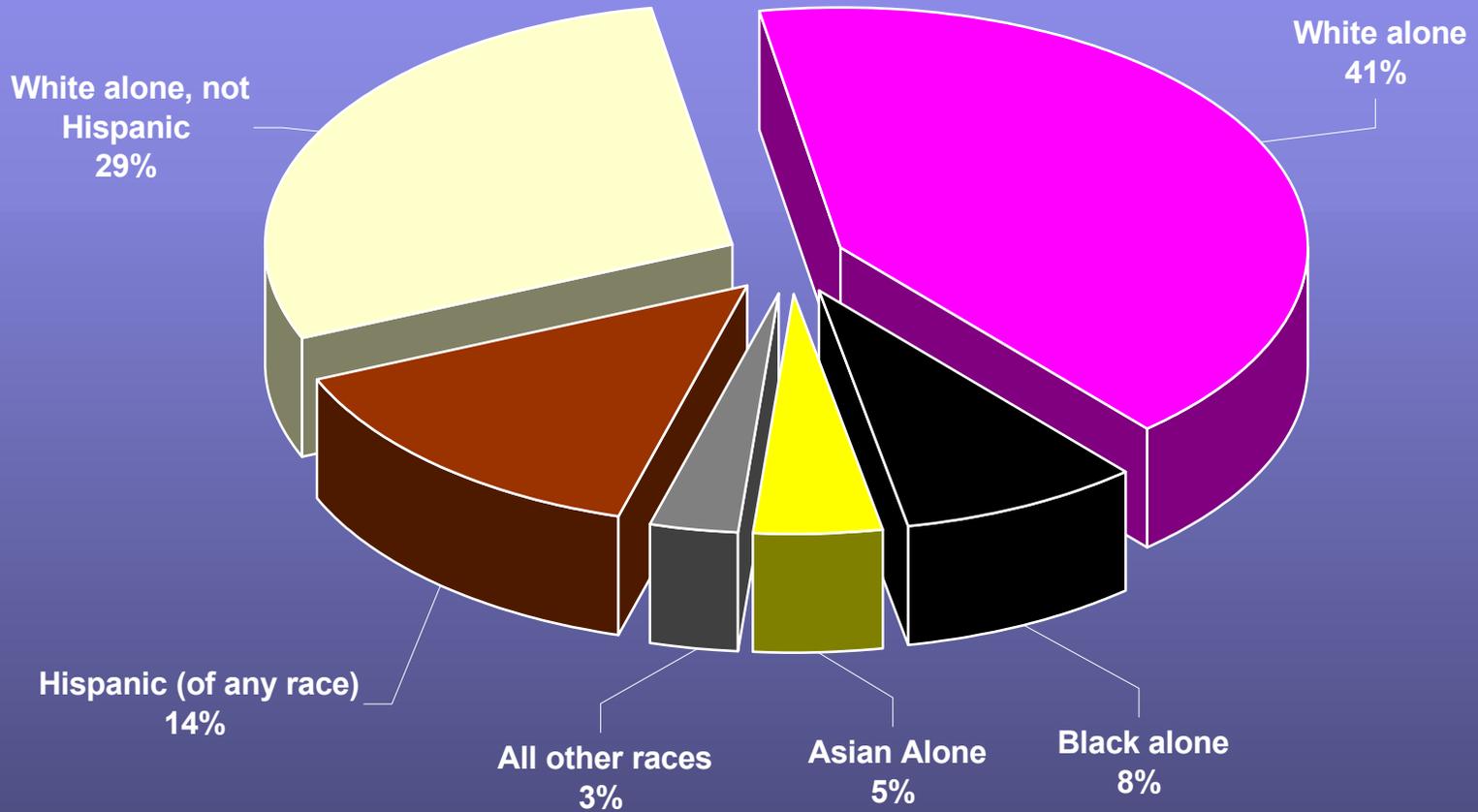


White alone Black alone Asian Alone All other races Hispanic (of any race) White alone, not Hispanic

* All other races includes American Indian and Alaska Native alone, Native Hawaiian and Other Pacific Islander alone, and Two or More Races
Source: U.S. Census Bureau

Population 2050

419,854,000



■ White alone ■ Black alone ■ Asian Alone ■ All other races ■ Hispanic (of any race) ■ White alone, not Hispanic

* All other races includes American Indian and Alaska Native alone, Native Hawaiian and Other Pacific Islander alone, and Two or More Races

Source: U.S. Census Bureau

Organizational Impacts

- ❖ *Communication*
- ❖ *Conflict Management and Resolution*
- ❖ *Team Development*
- ❖ *Productivity*
- ❖ *Fiscal Stability*
- ❖ *Client Service*

Theoretical Frameworks

- ❖ Cross-Cultural Thought Model
- ❖ Self-Esteem Model
- ❖ Human Definition Model

Cross-Cultural Thought Model

**Race/Ethnicity
Culture**

Afrocentric

Asian-Centered

Eurocentric

**Axiology
Value**

Member-to-Member

Cohesion of the Group

Acquisition of the Object

Self Esteem Model

S.E. ↙ The Nature of the
Engagement with
“The Other”

S.E. = **S.W. + I.**

S.W. =

I. =

Self Esteem Model

S.E. ↙ The Nature of the
Engagement with
“The Other”

S.E. = **S.W. + I.**

S.W. = **Self Worth**

I. = **Identity**

The Human Definition Model

