



DIVERSITY TRAINING

HELPING RESTORE ABILITY

TRAINING OBJECTIVES



Define diversity



Understand the challenges and opportunities of workplace diversity



Avoid legal problems



Follow company policy

WHAT IS DIVERSITY?



the condition of having or being composed of differing elements



an instance of being composed of differing elements or qualities

WHAT MAKES AN ORGANIZATION DIVERSE?

Race

Gender

Age

Education

Cultural
Background

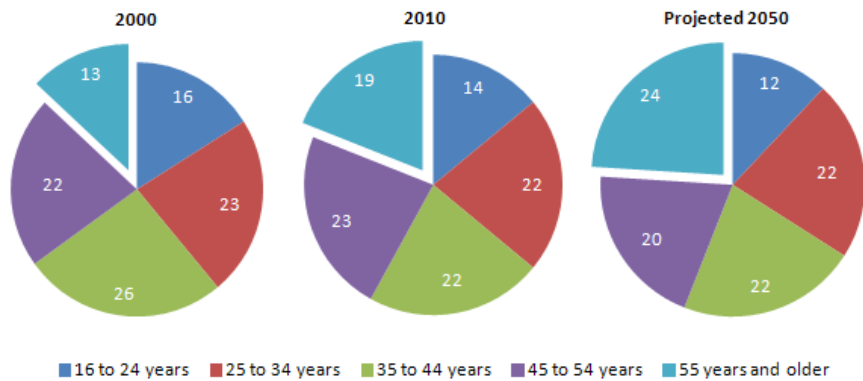
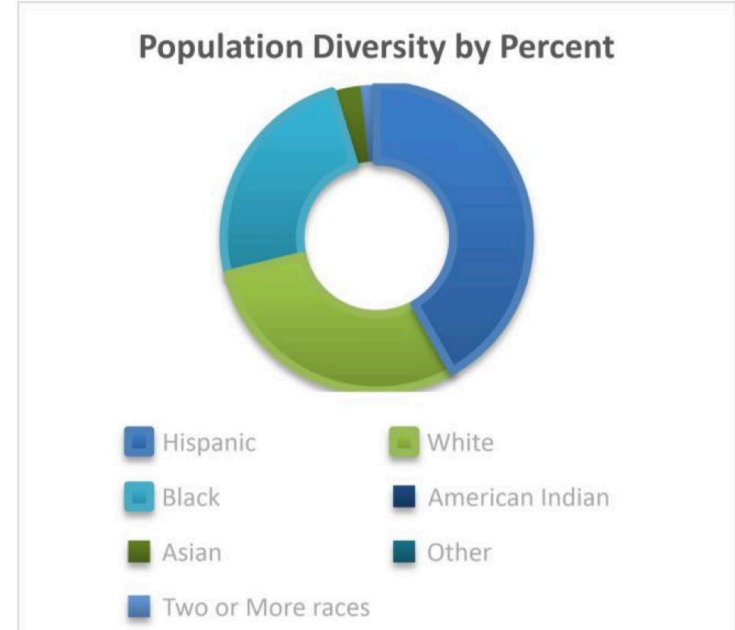
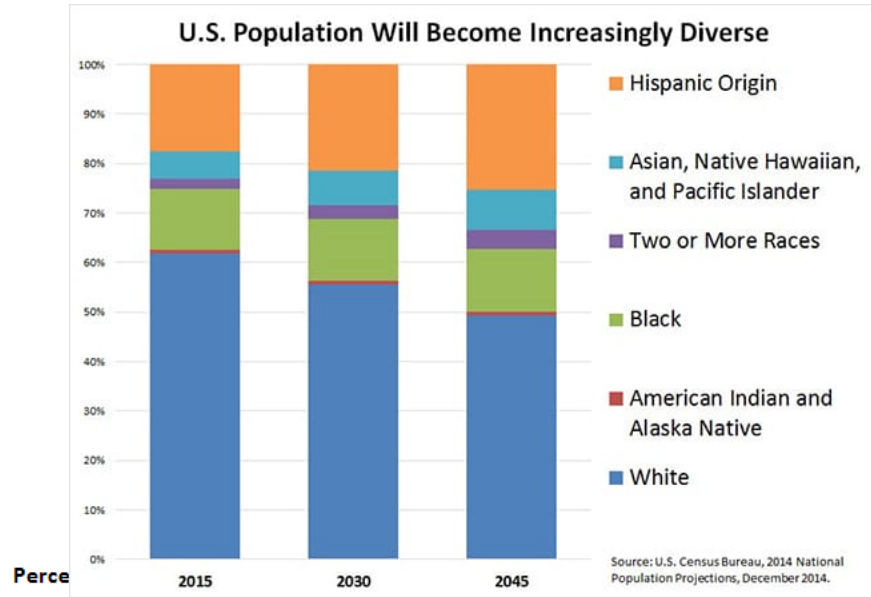
Religious
Beliefs

Physical
abilities

Sexual
Orientation

AMERICA

DALLAS



Population by Age by Percent



■ Under 20 ■ 20 to 44 ■ 45 to 64 ■ 65 and over

Dallas is now a majority minority city (65.8 percent of population) with 41.7 percent of residents identifying as Hispanic and 24.1 percent identifying as Black. Our population identifies more as female (50.3 percent) than male (49.7 percent), and Dallas residents are young and active with the median age as 32.4 years.

Challenges



GETTING USED
TO DIFFERENCES



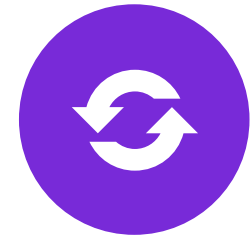
COORDINATING
WORK STYLES



LEARNING TO
COMMUNICATE



DEVELOPING
FLEXIBILITY



ADAPTING TO
CHANGE



CULTURAL DIFFERENCES

STEREOTYPES AND PREJUDICES

- We are conditioned to apply stereotypes and prejudices as children.
 - Boys should play with trucks
 - Girls should play with dolls.
- Common stereotypes
 - Elderly people can't drive.
 - Women get married then get pregnant and quit their job.
 - White men can't dance.
 - All gay men like to wear leather or guyliner.
 - Lesbians like to wear plaid or mullets.

BIASES AND PREFERENCES

- A **bias** is a strong leaning in either a positive or negative direction.
 - People are usually unaware of their personal biases - cultural, stereotypical and prejudicial
- A **preference** is the selecting of someone or something over another or others.
 - It is human nature to gravitate toward those who are like us and reject things that are unfamiliar

We are generally resistant to changing the way we do and see things.



DISCRIMINATION AND HARASSMENT

- **Unequal opportunity in employment decisions:**
- **Recruiting, hiring, and firing**
- **Pay and benefits**
- **Promotions, transfers, layoffs**
- **Training**
- **Retirement plans and disability leave**
- **Slurs or "jokes"**
- **Segregation from others**
- **Stereotyping**
- **Unwelcome sexual advances**
- **Derogatory comments regarding a co-worker's culture or religion**

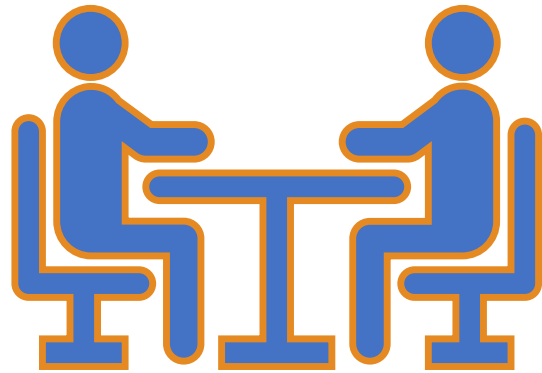
THE LAW

- The Americans with Disabilities Act (ADA)
- The Rehabilitation Act of 1973
- Equal Pay Act
- EEOC laws
- Title VII
- The Age Discrimination in Employment Act (ADEA)



OUR POLICY





MAKING DIVERSITY WORK

- **Learn names and use them frequently**
- **Show interest in co-workers**
- **Never assume**
- **Avoid personal attacks**
- **Approach controversial topics generally**
- **Treat genders equally**
- **Avoid sexist comments**
- **Don't guess identities**
- **Learn - and - use acceptable terms**
- **Use the variety of experience among co-workers**
- **Respect differences**
- **Look at abilities - not their disabilities**
- **Don't go along with insensitive comments**
- **Think inclusive - not exclusive**

KEY POINTS TO REMEMBER

- Diversity recognizes and respects differences
 - It encourages new ideas and perspectives
 - It promotes fairness and allows everyone to contribute to goals and to share in success
 - It attracts and retains high-quality employees
-
- If you feel like your rights have been violated, please contact your supervisor.

