

# Our Changing Workplace: Your Role and Your Responsibility

Anne R. Sortor, PhD

Associate Director- Family and Consumer Sciences and  
4-H Youth Development





# The Sky is Falling



The sky is  
falling, the  
sky is  
falling!

# The Face of Society

- ▶ The world's increasing globalization requires more interaction among people from diverse cultures, beliefs, and backgrounds than ever before.
- ▶ People no longer live and work in an insular marketplace.





# The Workplace

- ▶ Changing
- ▶ Evolving
- ▶ Diversifying





# Statistics

- ▶ By 2016, more than 43% of the new workforce will be people of color\*
- ▶ By 2016, more than 50% of new workforce will be women\*
- ▶ More than half of the growth in the total population of the United States between 2000 and 2010 was due to the increase in the Hispanic population (over 15.2 million)\*\*
- ▶ By 2050, close to one-half of the U.S. Population will be made up of Asians, Hispanics, African Americans, and other nonwhite groups\*\*\*

\*U.S. Bureau of Labor Statistics, Employment Outlook Report 2006-2016

\*\*2010 U.S. Census Brief

\*\*\*HR Magazine, 1997



# Statistics

- ▶ The largest changes in the workforce will be the global generations working together. In some careers there will be up to four to five generations working together from boomers to generation 2020. Many will be from different countries and backgrounds.\*
- ▶ By 2020, the share of the labor force held by those 55 years and older is projected to be nearly 24 percent.\*
- ▶ When different types of impairment groups are taken as a whole, people with disabilities make up the largest minority group today at 15 percent of the U.S. population.\*\*

\*Monthly Labor Review, 2006

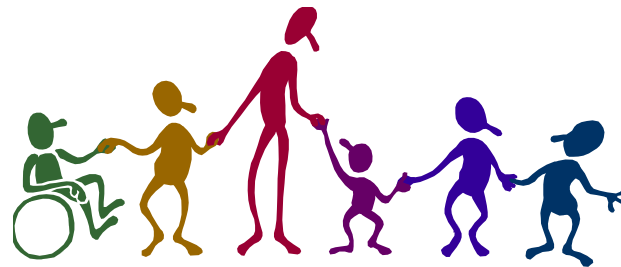
\*\*Overview of Diversity Awareness, Penn State

# Changing Concept of America

▶ Melting Pot  Mosaic

▶ Differences = Deficiency

Celebrate uniqueness







# Involving Extension in the Discussion

- ▶ Extension cannot afford to ignore our changing workforce and how that impacts our work environment.
- ▶ Over the last century, the diversity of residents in our country has grown.
- ▶ Managing and valuing diversity is a key component of effective people management
- ▶ Diversity is critical for an organization's success

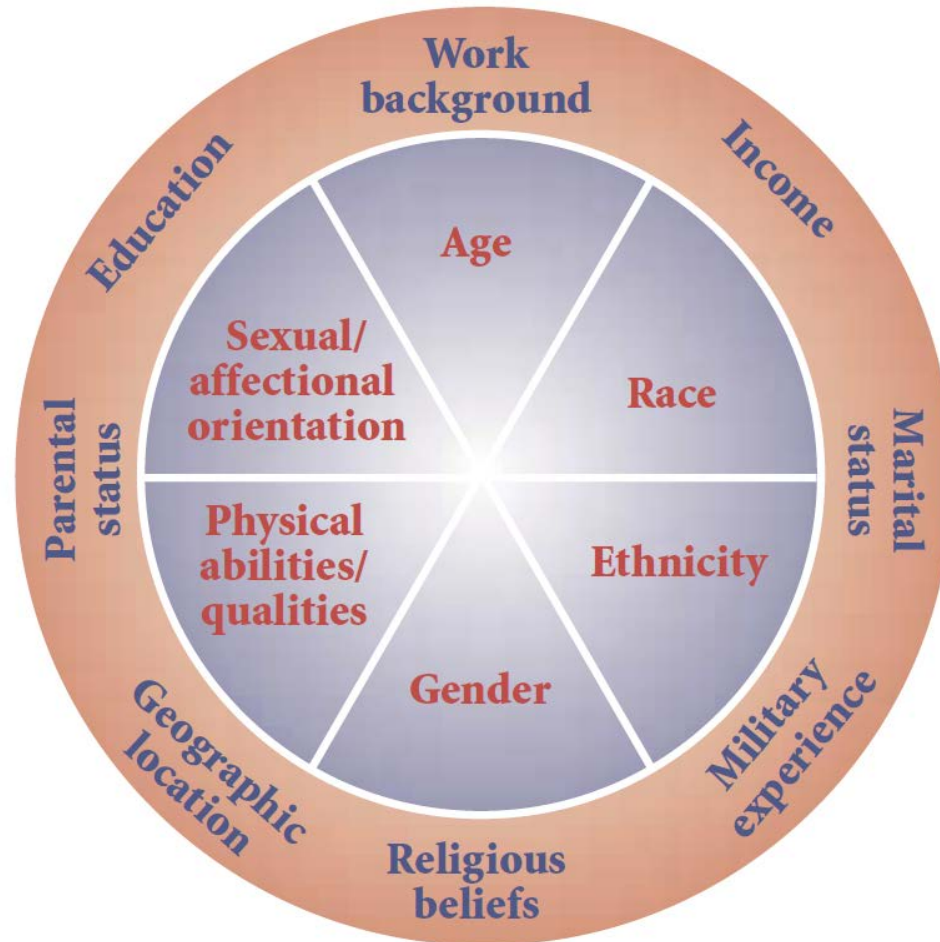


“People don’t resist  
change. They resist  
being changed!”

*Peter Senge*



# Dimensions of Diversity



# Importance of Dimensions of Diversity?

- ▶ Gender
- ▶ Ethnicity
- ▶ Physical makeup (appearance)
- ▶ Physical and mental limitations
- ▶ Age
- ▶ Sexual preference
- ▶ Income level
- ▶ Geographical location or region
- ▶ Occupation
- ▶ Religion
- ▶ Education





# Workplace

- ▶ Performance
- ▶ Motivation
- ▶ Success, and
- ▶ Interactions with others

Institutional structures and practices that have presented barriers to some dimensions of diversity should be examined, challenged, and removed.




# Diversity in the Workplace

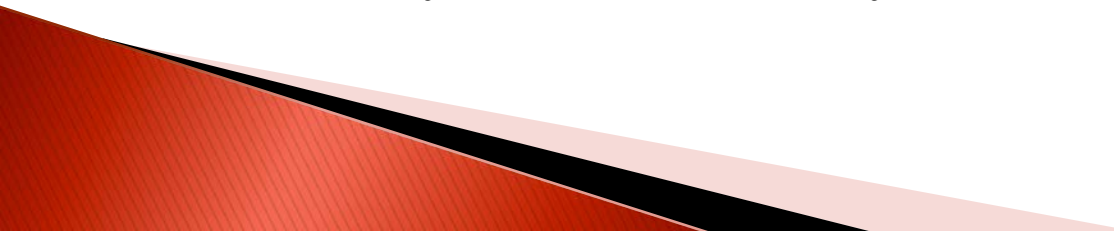


[http://www.youtube.com/watch?v=hfkrSrYUS\\_I](http://www.youtube.com/watch?v=hfkrSrYUS_I)

# Challenges


- ▶ There are challenges to managing a diverse work population.
  - ▶ Managing diversity is more than simply acknowledging differences in people.
  - ▶ It involves recognizing the value of differences, combating discrimination, and promoting inclusiveness.
  - ▶ Challenged with losses in personnel and work productivity due to prejudice and discrimination and complaints and legal actions against the organization (Devoe, 1999).
- 

# How Well Do You Manage Diversity

- ▶ Do you test your assumptions before acting on them?
  - ▶ Do you believe there is only one right way of doing things, or that there are a number of valid ways that accomplish the same goal? Do you convey that to colleagues?
  - ▶ Do you have honest relationships with all or many of your colleagues? Are you comfortable with each of them? Do you know what motivates them, what their goals are, how they like to be recognized?
  - ▶ Are you able to give negative feedback to someone who is culturally different from you?
- 



# How Well Do You Manage Diversity

- ▶ Do you take immediate action with people you work with or supervise when they behave in ways that show disrespect for others in the workplace, such as inappropriate jokes and offensive terms?
  - ▶ Do you make good faith efforts to meet the affirmative action goals of your university?
  - ▶ Do you have a good understanding of institutional isms such as racism and sexism and how they manifest themselves in the workplace?
  - ▶ Do you ensure that your programs, outreach efforts and opportunities are accessible to everyone?
- 



# Your Role

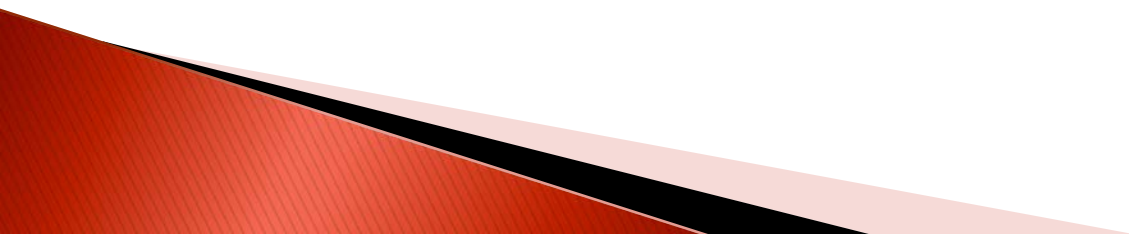
- ▶ An understanding and acceptance of managing diversity concepts.
- ▶ Recognition that diversity is threaded through every aspect of society.
- ▶ Self-awareness, in terms of understanding your own culture, identity, biases, prejudices, and stereotypes.
- ▶ Willingness to challenge and change institutional practices that present barriers to different groups.

# Your Role

- ▶ To interact effectively with people of different cultures and socio-economic backgrounds (cultural competence).
- ▶ Recognize the similarities that exist among individual cultures and groups. *These include, a desire for safety, good health, education, well-being of our children, love, belongingness, self esteem, and the ability to achieve our potential.*



# Making a Commitment to Diversity





<http://www.youtube.com/watch?v=M5JcGo3FCyk>