

Preparing Students for Workplace Success in All Career Clusters

Understanding Equity and Diversity



Diversity in the Workforce

- Minority groups – 31% of US Population
- 54 million Americans with a disability
 - $\frac{3}{4}$ of working age and unemployed
 - 10% of labor force
- New entrants into the workforce '94-'05
 - Minorities 51%
 - Women 62%

Ways People are Different

- Gender
- Race
- Mental Ability
- Sexual Orientation
- Physical Condition and Appearance
- Age
- Religion


Ways People are Different

- Ethnic Heritage or Culture
- Geographic Origin
- Education
- Language or Language Usage
- Personality
- Lifestyle
- Job Position

Valuing Differences

- Accepting people who are different
- Taking a positive attitude toward differences
- Learning from others who are different
- Recognizing that people's similarities are more important than their differences

Why is Valuing Diversity Important?

- Environment
 - Productivity
 - Legal requirements
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Ways to Treat Others Fairly at Work

- Get acquainted with coworkers
- Treat coworkers as individuals
- Listen and learn from coworkers
- Do your fair share
- Avoid controversial topics

Ways to Treat Others Fairly at Work

- Recognize and avoid harassment
- Avoid the use of offensive language
- Use empathy and tact
- React appropriately to individuals with disabilities

Resources

- Treating Others Fairly at Work
 - Marketing Education Resource Center
www.mark-ed.org
- Diversity Inc. Magazine
www.diversityinc.com
- Teaching Tolerance
 - Southern Poverty Law Center
www.tolerance.org

Resources

- Work Your Image! Creating a Professional Image to Get and Create a Job
 - Women Work! The National Network of Women's Employment
www.womenwork.org
- National Association for Multicultural Education www.nameorg.org

Questions?

Mimi Lufkin

Executive Director

National Alliance for
Partnerships in Equity

www.napequity.org