

1 Managing Diversity In The Workplace

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2 "The melting pot of the world."

*In our society today you
can find almost every
race in the world right
here in America.

*What is the number of
immigrants living in the
world today?

*Many new laws have
made it easier for
immigrants to live and
work in an american
society.

3 Diversity in the workforce

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*Todays workforce is
more diverse than ever
before.

*Diversity in the
workplace refers to all
the ways in which
workers are different
from each other

*Demographic changes in
California have resulted
in a workforce that will
soon be 50% nonwhite.

4 An increase in diversity

*Wars have a very big
impact on immigration
because of people
fleeing from their home
countries.

*The population of
immigrants, elderly
people, and women in
the work force are
expanding faster than
that of the white male
population.

5 An Increase

*Women are starting to get more jobs then men.

- *There is a reduction in the number of educated workers in America.
- *There is also an increase in workers with disabilities.

6 Attitudinal and legislative factors.

- *Peoples attitude in the work force has changed greatly over the years.
- *Many laws have been passed specifically to provide equal opportunities and to protect workers rights.

7 Equal pay and civil rights

- *The Equal Pay Act of 1963
- *The Civil Rights Act of 1964
- *The Civil Rights Act of 1991

8 Discrimination

- *Age Discrimination
- *pregnancy Discrimination
- *The Americans With Disabilities Act
- *Medical Leave Act

9 Vocabulary

- *Affirmative Action– An effort to give special employment consideration to disadvantaged groups.
- *African American– Black Americans whose ancestors were from Africa.
- *Age Discrimination in Employment Act of 1967–A law that protects the job rights of all workers who are past 40, except in cases in which age would effect job performance.
- * Compliance– fulfilling the requirements of the law.

10 More vocabulary

- *Americans With Disabilities Act of 1990– A law that protects workers with physical and/or mental disabilities from discrimination.
- *Baby Boomers– A term used to refer to individuals who were born between the years 1946 and 1964.
- *Civil Rights Act of 1964– A law that prohibits businesses from discriminating on the basis of race, gender, color, religion, or national origin.
- *Equity– fairness.

11 Even more vocabulary

- *Civil Rights Act of 1991– A law that expanded previous civil rights legislation by allowing employees who feel they have been victims of discrimination and sue their employees.
- *Demographics– The physical and social characteristics of the population
- *Diversity–All the ways in which people differ, including background, age, gender, and race.
- *Equal Opportunity– Providing the same opportunities for employment to all applicants.

12 Just more vocabulary

- *Equitable Work Environment– A work environment in which all employees are treated fairly.
- *Equal Pay Act– A law which prohibits wage discrimination on the basis of gender.

- *Equal Employment Opportunity Commission– A government agency established by the civil fair employment practices.
- *Domestic Market– Consumers and potential consumers who are within the borders of the u