

BRINGING YOU THE DIVERSITY MOMENT:

Please consider the fact that we, as HR professionals, need to make a personal commitment to diversity and inclusion. OCHRS will be bringing you information at each meeting about some aspect of diversity. You will be given support documentation so you can research the subject further if you wish to do so.

At our SHRM site, we have a 46-page diversity toolkit available to SHRM members free of charge:

<http://www.shrm.org/diversity/buskit699.pdf>

Some interesting clips from this article include . . .

“America is at a pivotal point in history -- demographic studies show that the composition of the population is more diverse than it has ever been. According to the Census Bureau, nonwhites will represent more than one-third of the U.S. population by the year 2010 and close to half of the U.S. population by the year 2050. By the year 2005, the ethnic minority share of the workforce will likely reach 28 percent, up from 18 percent in 1980 and 22 percent in 1990. It is projected that the Hispanic-American population will be the largest minority group in the U.S. by the year 2010.”

Just one reason given for a business to recognize the value of diversity awareness includes . . .

“Capitalize on new markets; customer bases are becoming even more diverse than the workforce. Just as the workforce is becoming more diverse, so is your market.
- “Minorities” are the majority in six out of the eight largest metropolitan areas of the United States - The combined African-American, Hispanic-American and Asian-American buying power is more than \$750 billion dollars - Women are the primary investors in more than half of U.S. households”

YOUR CHALLENGE:

During your wait for the meeting to start, please discuss this with the other OCHRS members at your table. Your ideas and suggestions would be most welcome, so feel free to share your thoughts (write them down) and leave on your table for the diversity committee:

Is diversity an issue at your workplace?

Do you think businesses should be more proactive about diversity awareness?

How can the OCHRS help you on diversity awareness issues?