

BRINGING YOU THE DIVERSITY MOMENT:

We will be bringing you information about some aspect of diversity at each OCHRS meeting. You will be given support documentation so you can research the subject further if you wish to do so.

DID YOU KNOW... (Information from the Strategic Management book developed by SHRM for the PHR/SPHR study set) Organizations are increasingly impacted by labor force factors. The labor force is constantly changing in terms of expectations and composition. Monitoring these factors will provide valuable information for an environmental scan:

AGE - Lower birthrates in the 1960s and 1970s, combined with recent medical advancements, have left us with an aging workforce. Many fast-food chains, retailers, hotels, and grocery stores are looking to retirees as a way to fill full and part-time positions with experienced workers. As our society ages, most organizations will have to consider new strategies for recruiting and maintaining these workers who are educated, trained, loyal, flexible and dependable.

WOMEN - The changes in women's participation in the workforce have been dramatic in the past 50 years. Nearly one of every two women now works outside of the home. In order to attract and retain women in the workforce, companies need to examine family constraints on work, inflexible working conditions, occupational barriers, and gender stereotyping.

GENERATIONAL DIFFERENCES - Use the following information as general guidelines to help you work effectively with employees from the different generations.

Sandwich generation – the portion of the baby boom generation that is simultaneously caring for both their own children and one or more elderly family members has been descriptively called the sandwich generation. Employees in this segment have reported high levels of stress in dealing with both child-care and elder-care issues. Organizations are beginning to offer benefit options to assist these workers, such as flexible work environments, flexible benefits with care-giving options, and hot lines for assistance in finding day care.

Generation X – (Born roughly between 1965 and 1980) – Generation X members tend to be flexible, good at collaboration and consensus building, and mature beyond their years. Generation X is team-oriented and wants to reward team performance.

Generation Y – (also known as Millennium Generation – born after 1980) – This group is thought to be even more team-oriented than Gen Xers. They will most likely be better educated, highly creative, and more techno-savvy than those who have come before them, but they may look to more mature workers to create an environment in which they can work effectively.

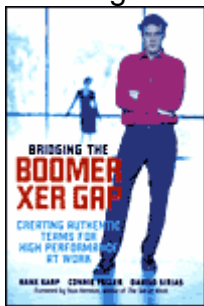
More Research Information:

http://www.shrm.org/global/news_published/CMS_008845.asp - HR Must Reach Out to Younger Employees

http://www.shrm.org/hrnews_published/archives/CMS_005583.asp#P-4_0 - Diverse Workforces keep HR Professionals on Their Legal Toes - As baby boomers reach their 50s, Schloss said jury awards for age-discrimination cases have been skyrocketing. The average jury award in age-discrimination cases is now \$450,000, compared to an average of \$150,000 in awards in race discrimination cases and \$100,000 in sex discrimination cases. While 80 percent of most discrimination cases now are sex discrimination cases, Schloss predicted that within five years, 80 percent of discrimination cases will be age-related.

Bridging the Boomer-Xer Gap

Creating Authentic Teams for High Performance at Work



"Watercooler gossip and behind-closed-doors whispers paint a disturbing picture of a contentious workplace in which generational warfare is raging between the 40 million Gen X workers and the decision-making Boomers who are taking charge of corporate America. Shattering long-standing assumptions, this book explodes the stereotypes portraying Gen Xers as slackers, loners, and self-absorbed job-shifters and exposes the real truth about how Boomers can build a team-based business landscape for the twenty-first century."

If you actually read through this material and think this type of information can be interesting, please locate either Kathleen Lyons or Joy Pollock before the OCHRS meeting begins today. The first 10 members to come up to either one of them before the meeting and say "Diversity really can be Beautiful" will receive a colorful button with "Diversity is Beautiful" emblem.

PLEASE SHARE ANY OF YOUR EXPERIENCES OR THOUGHTS ON THE INDEX CARD.

Thank you, Joy Pollock, Rene Rogers and Kathleen Lyons, Your OCHRS Diversity Committee