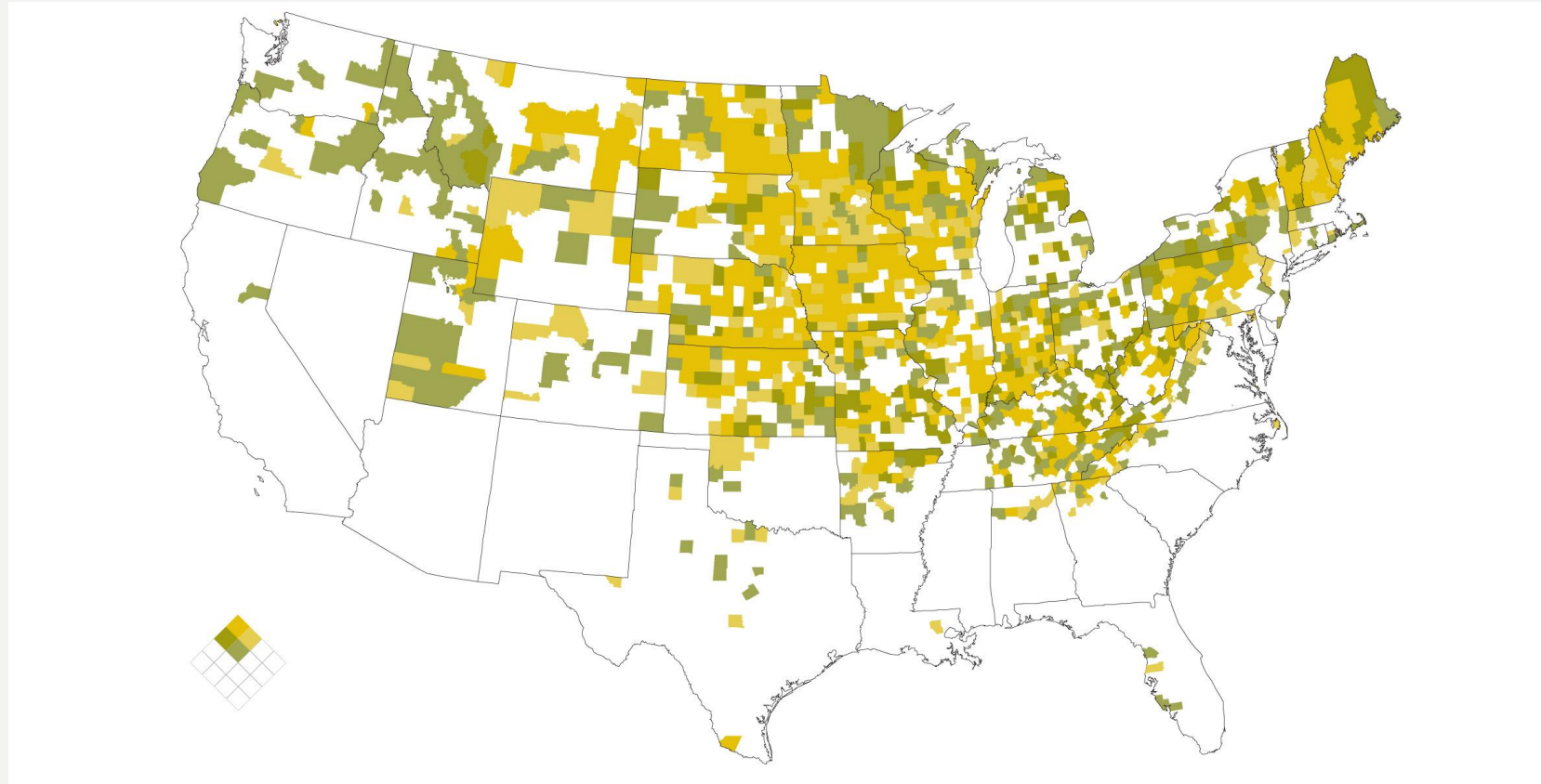


DIVERSITY IN THE 21ST CENTURY WORKPLACE

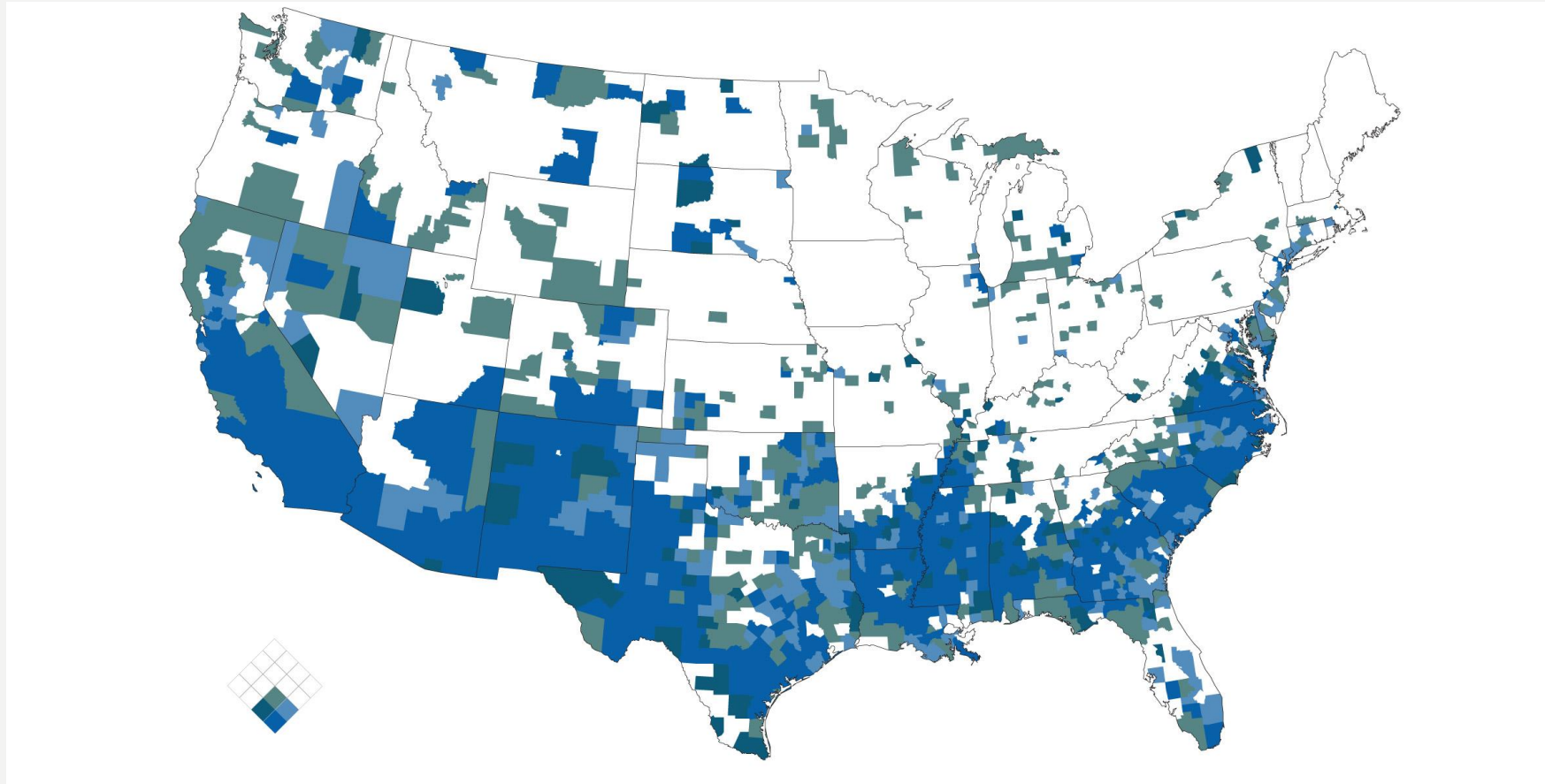
EEO AND BEYOND.....

AMERICA IS A MELTING POT



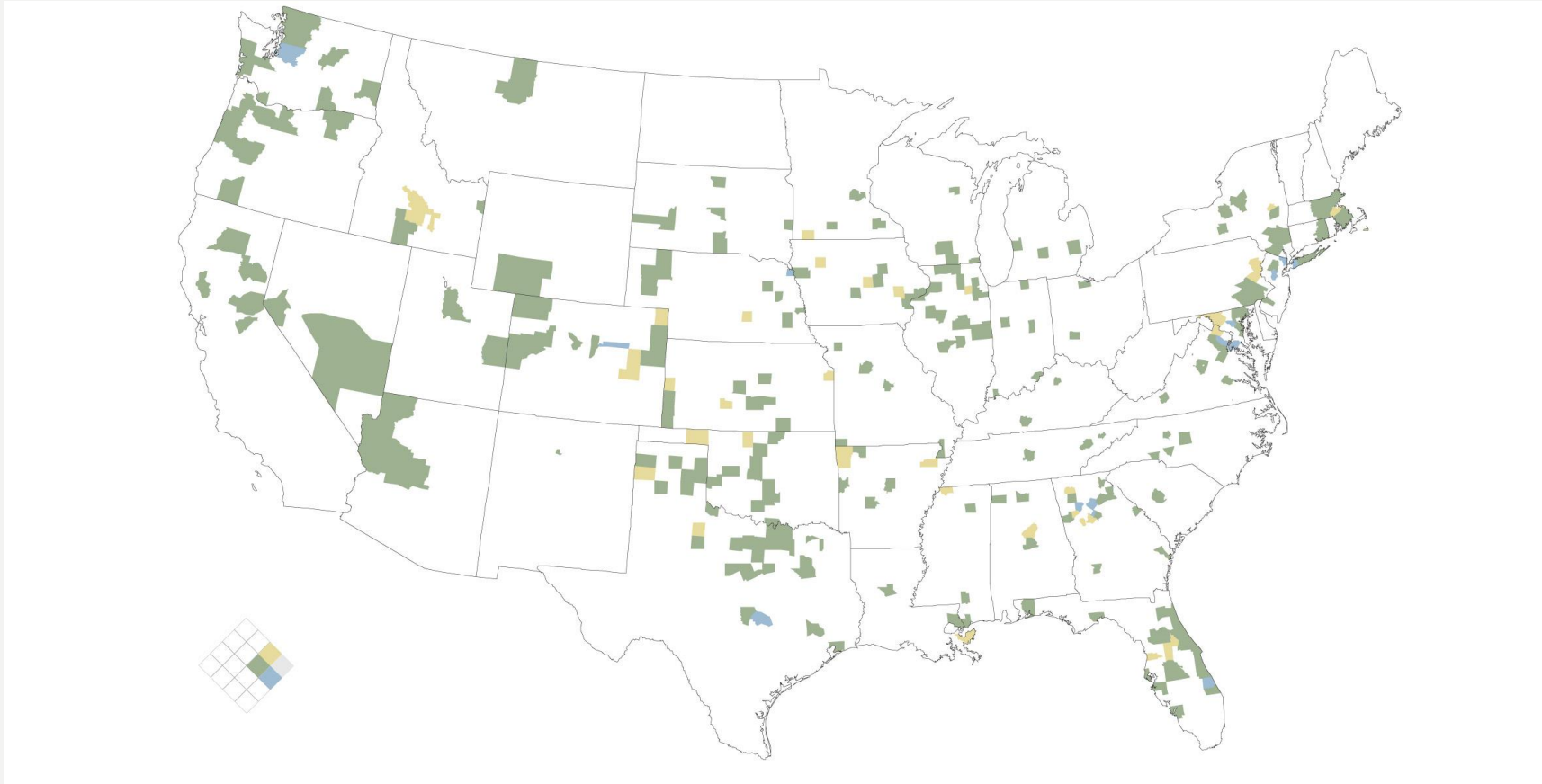
The Increasingly Diverse United States of America, 2016. Dan Keating and Laris Karklis, The Washington Post 11/25/16.

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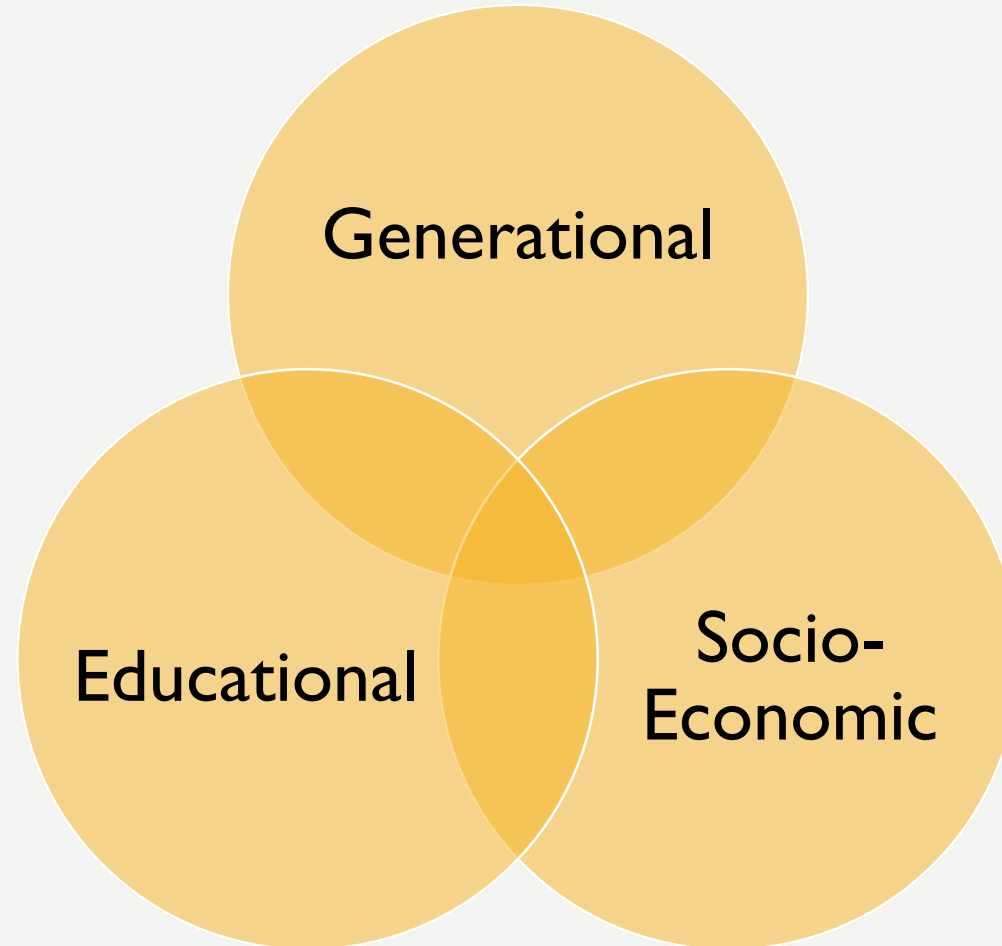
THE BASICS

- Title VII of the Civil Rights Act
 - Race
 - Color
 - Religion
 - Sex
 - National Origin
 - Applies to all employers with 15 or more employees
 - Prohibits intentional discrimination and disparate impact
- Age Discrimination in Employment Act
 - 40 years or older
- Pregnancy Discrimination Act

THE BASICS

- Family Medical Leave
 - 12 workweeks of unpaid leave
 - Employers with 50 or more employees
- Americans with Disabilities Act & Amendments Act
 - Prohibits discrimination to applicants with disabilities
 - Goods and services be made accessible to the public
 - 2008, Amendments to ADA allow for physical and mental impairments to be protected...amputation, intellectual disabilities, epilepsy, HIV/AIDS, diabetes, cancer etc.
- Uniformed Services Employment and Reemployment Rights Act (USERRA)
 - Provide health insurance continuation to individuals performing military duty of more than 30 days and up to 24 months
 - Military personnel along with other emergency workers are reemployed once their service is over

21ST CENTURY DIVERSITY



21ST CENTURY DIVERSITY

- Technology
 - Social media
 - Improved efficiencies = less interaction with fellow humans
- “News”
 - Politics is the new reality show
- US as majority-minority around 2040
- Growing acceptance of LGBTQ community
- ~25% of congressional seats held by Women
 - 37% of those women are women of color

Diversity and Inclusion for the 21st Century: An Imperative for Chambers of Commerce, 2017. Chris Benner and Manuel Pastor, Association of Chamber of Commerce Executives 02/2017.