**Creating A Thriving and Engaging Workplace: Understanding Workplace Diversity in the 21st Century**
2018 NP Day
*Workshop Highlights*

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The following is the most encompassing definition of diversity that we have found from a professional organization. Source: The American Society of Mechanical Engineers

> *Diversity means all the ways we differ as individuals. It includes visible differences such as age, gender, ethnicity and physical appearance; as well as underlying differences such as thought styles, religion, nationality, socio-economic status, belief systems, sexual orientation and education. It means respecting, valuing and harnessing the richness of ideas, backgrounds and perspectives that are unique to each individual, i.e. a new worldwide source of creativity.*

**It will be necessary to practice and convey respect in all areas of diversity in order to be an attractive place to work to your future talent pipeline (women, underrepresented populations, generations Y & Z).**

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**Workplace Facts**
1.  Generation Y or the millennials now make up the largest share of the American workforce.
    - 1st quarter of 2015 millennials became largest share of American workforce (35%) *Pew Research Center*
    - 2015 was the 1st time there were five generations in workplace *Harvard Business Review*
2.  There are more women entering the workforce than men.
    - There are more women in college across all race/ethnicities & they are entering or are currently in the workforce in greater numbers than men. - *Pew Research Center*
3.  When it comes to top level positions within a nonprofit, only 45% of women hold these positions.
4.  Only 20% of people of color hold CEO level positions within nonprofits. *Development Resources Inc.*
5.  By 2045, the US will become 'minority white'.

- While the non-Hispanic white population will remain largest single group, no racial group will make up more than half of population. *Brookings Institution*

**The above facts and trends will affect the talent you have access to, the makeup, interaction, and effectiveness of your team.**

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When you able to be, or are legitimately working on being a place where people can bring their whole selves to work, some of the benefits include:
- Greater access to talent
- Easier to fill positions, both staff and board
- Less stress
- Healthier employees which can equate to reduced insurance costs for those that offer this benefit
- Safer (in light of dangers of job & workplace shootings)
- More enjoyable place to work
- People stay longer
- Greater innovation
- More creative
- Improved decision making
- Access to more resources
- Get more done (productivity)

*If the makeup of your board and/or your staff is reflective of the "world around them", then your organization is often better able to meet the needs of those that your organization serves AND can be beneficial for your bottom line...*

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**Words to Better Understand**
**Stereotype**
> An oversimplified belief about a group of people, disregarding individuality. A belief that all individuals in a particular group share certain characteristics. Assuming that **all people in a group are like the one person you know** from that group.

**Bias**
> An inclination or preference, often unconscious that is not based on reason.

**Prejudice**

> Pre-judging. Conclusions formed without knowing the facts. Dismissal of individuality. Preconceived ideas or irrational suspicion about a group. Thought not action. Can be positive or negative.

**Discrimination**

> Prejudice plus action. You must say or do something in order to discriminate. It may be individual or institutional i.e the parameters around which people are chosen for your organizations' board...

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*The competition for competent talent is tight across all industries. In the nonprofit world, we have to do it better, especially when we are actively competing against the for profit world who is more likely to be able to offer more beefy compensation. What are you doing to create an atmosphere of "I've got your back" among your team?*

**Best Practices from Across Industries**
- Create long-term training strategy aligned with organization mission vision values for staff, board, maybe volunteers as they could be your future staff and/or volunteers -not just one and done workshop or activity
- Be intentional with creating your committees, advisory groups, etc.
- Rethink job descriptions (this is *cited several times in literature*)
- Advertise position(s) outside of your go-to networks or job sites
- Not able to diversify staff, work on your board and/or volunteers and/or work with and/or support other organizations that work with diverse communities
- Cross-generational mentoring (depending on the size of your organization)
- Let someone else within your organization lead a meeting or an initiative
- Consider the language you use in emails, meetings, presentations, mailings, etc. to address group
    - YOU GUYS...
- Be more transparent about your efforts to diversify
- Be more collaborative-for those that want to be involved, let them
- Consider altering communication style depending on who communicating with i.e. text vs. email vs. phone call vs. in - person
- Provide training and cross training opportunities to EVERYONE
- Be intentional with team building, align with organization's goals, don't do, just to do

**Awareness coupled with intentional action can create an environment that is a model 21st Century Workplace and it doesn't have to only occur at for-profit institutions, given the community that we serve, it is imperative that we are intentional with expanding the diversity of our organizations so that they more fully reflect the communities that we serve.**

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**Some Resources**
https://www.linkedin.com/pulse/10-ways-entrepreneurs-companies-communities-can-encourage-slawin/

Promoting Diversity in Nonprofits - Chronicle of Philanthropy collection (additional attachment)

https://lgbtqia.ucdavis.edu/educated/glossary

https://www.brookings.edu/blog/the-avenue/2018/03/14/the-us-will-become-minority-white-in-2045-census-projects/