Diversity and Inclusion

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Viewing Our Differences as Strengths
Diversity & Inclusion

Agenda

I. Introduction
   A. Goal
   B. Examples
   C. County Information
   D. Delaware County Policies

II. Scenarios
   A. Exercise regarding Personal Bias
   B. Discussion

III. Test & Evaluation

IV. Questions
1. **Goal:** Diversity training aims to increase an employee’s cultural awareness, knowledge, and skills in order to benefit the whole of Delaware County and promote collaboration.

2. **Examples**

- Race
- Religion
- Gender Identity
- Sexual Preference
- Upbringing
- Economic
- Education
- Ethnicity
- Hobbies
- Ability to work cooperatively
- Kindness
- Ability to express empathy
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County Information

Ancestry
- 30.9% German
- 15.9% Irish
- 11.4% English
- 10.6% American
- 8.3% Italian

Age & Gender
- 43.1% of the population is between 25 – 54 years of age with the highest percentage falling in the 35-44 years bracket
- 51% Female
- 49% Male

Ethnicity Percentages
- 89.2% White
- 4.3% Asian
- 3.7% Black or African American
- 2.3% Hispanic or Latino

2012 Delaware County Census Data: Prepared by The Delaware County Regional Planning Commission
Why is a diverse workforce important, specifically in the public sector?

- Generate and maintain community trust and support
- Reduce citizen complaints
- Ability to relate to and address customer needs
- Increasing collaboration and creativity
- Generate deep pool of future qualified candidates
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Delaware County Policies

1. Discrimination Prohibited
   • Unlawful discrimination: individuals treated less favorably in their employment because of race, color, religion, sex, national origin, age, ancestry, disability, genetic information or military status
   • Unlawful when: enduring the offensive conduct becomes a condition of continued employment OR the conduct is severe or pervasive enough to create a hostile work environment
   • Reasonable Person Standard: Used by EEOC and Courts to determine validity of harassment claims

2. Equal Employment Opportunity
   • Applies to current and potential employees
   • Comply with state and federal EEO principles

3. Americans with Disabilities Act
   • Applies to current and potential employees
   • Reasonable accommodation for those with permanent disability

4. Professional Conduct
   • Maintain high standards in interpersonal relationships with internal and external customers
   • Work in an environment free of threatening speech or actions
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How do we practice inclusion?

• Make conscience efforts to interact with those that are different from you
• Be curious (versus suspicious) about your co-workers and how they operate
• Start with a baseline of respect in the workplace.
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Personal Bias

- Opinions about others & situations that are based on our experiences
- Help us evaluate risk & reward
- Help us perceive dangerous situations, environments and people
- Can result in treating people differently and sometimes unfairly
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Break Out Session regarding Personal Bias
Find Someone Who...

- Father or mother grew up in a bilingual family
- Parents or grandparents were born outside the United States
- Speaks a language other than English
- Is the first one in the family to attend college
- Enjoys the same sport
- Has children
- Is a single parent

- Was born in the same year as yourself
- Moved here from out of state
- Has been in the military
- Has participated on an athletic team
- Can play a musical instrument or sing
- Has played in a band

Questions to Keep in Mind

Did you experience discomfort in asking these questions?
Did you learn how a co-worker is different from yourself?
Did you recognize your personal bias as you moved through this exercise?
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Test & Evaluation
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Test & Evaluation

1. Diversity encompasses not only commonly recognized differences such as race, sex, and religion, but also less obvious, individual differences, such as social style, political beliefs, and mode of dress.

   **TRUE or FALSE**

2. The goal of diversity is to erase individual differences from our minds, workplace, or society.

   **TRUE or FALSE**

3. In harassment cases, it’s the intent that counts. If the manager was just joking, then everyone should calm down and forget it.

   **TRUE or FALSE**
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4. A hostile work environment cannot be created by such things as jokes or suggestive comments.
   
   TRUE or FALSE

5. Only a supervisor or co-worker can commit harassment against an employee. The laws don’t cover outsiders.
   
   TRUE or FALSE

6. Occasional teasing that is not severe or pervasive generally is not considered harassment.
   
   TRUE or FALSE
7. In order for an act to be illegal harassment, it has to happen again and again. A single incident isn’t enough to make a case out of.

**TRUE or FALSE**

8. The top three races in the Delaware County population are White, Black or African American and Asian.

**TRUE or FALSE**
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9. Within the population of Delaware County, there are significantly more males than females.

   TRUE or FALSE

10. The average age in Delaware County is 30.7 years.

   TRUE or FALSE

Please complete the Course Evaluation on the reverse side of your test and the Course Acknowledgement.
Questions?

Thank You