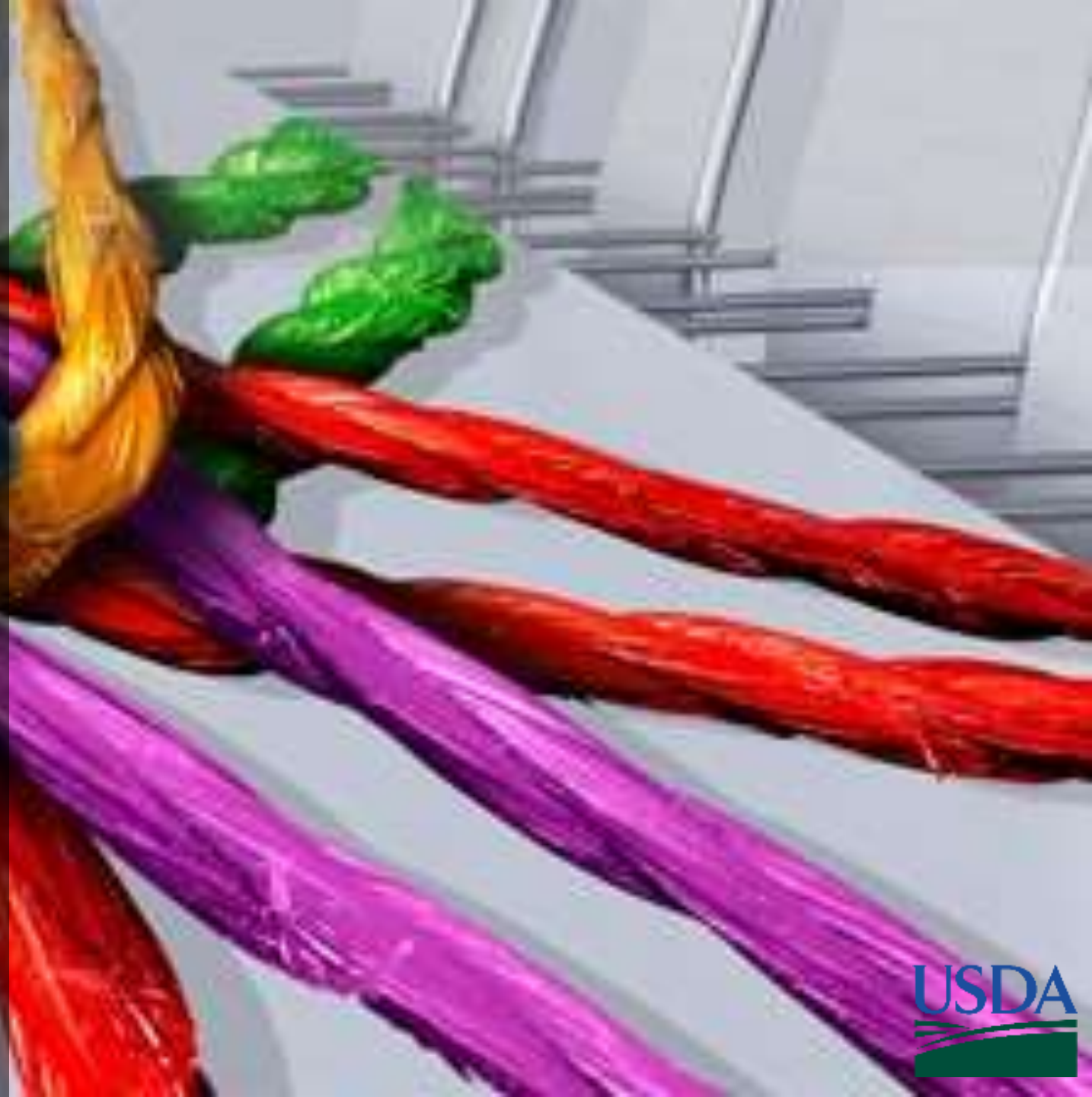




The Value in a Diverse Workforce





The business case for diversity and inclusion is not a new concept and has been around and understood for quite some time. Title VII of the Civil Rights Act of 1964 legally banned employment discrimination based on race, color, religion, sex or national origin. Subsequent amendments broadened the reach and impact of the Act.

The Civil Rights Act of 1991 expanded the remedies available to victims of discrimination.

The Americans with Disabilities Act of 1990 or ADA is a civil rights law that prohibits discrimination based on disability.

There are many amendments, acts, bills, directives, and executive orders that extend protections to veterans, women, LGBTQ individuals, those in need of accommodations, and more.



What is diversity in the workplace?

[Diversity in the workplace](#) means that an organization employs and partners with a wide range of diverse individuals.

Simply, a diverse workforce includes people with different characteristics, experiences and views.

Diversity in the workplace means that an organization workforce includes people of varying gender, age, religion, race, ethnicity, cultural background, sexual orientation, religion, languages, education, abilities, etc.



Diversity is an inclusive environment wherein differences are valued and integrated into every part of an organization's operation.




Inclusion is a humanly compatible workplace environment where equity of opportunity exists for all employees to experience personal success and contribute to the organization's success.



“Diversity is being invited to the party; inclusion is being asked to dance!”

- Verna Myers

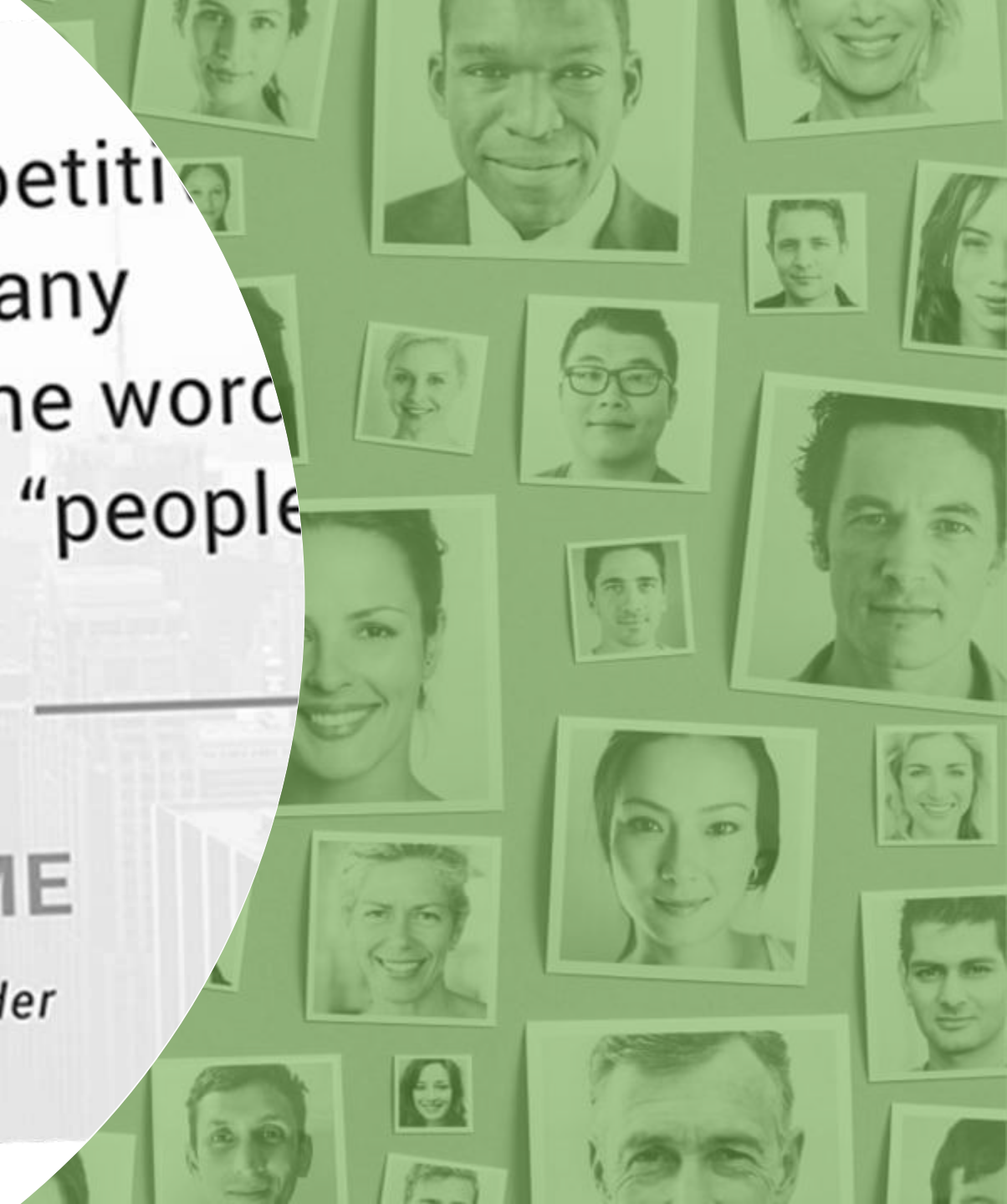


The real competitive
advantage in any
business is one word
only, which is “people

”

KAMIL TOUME

Writer & Thought Leader



What are the benefits of diversity in the workplace?




Everyone wonders...

When an agency has so many internal initiatives and resources at it's disposal, does the desired change manifest itself?

Well...

There is plenty of evidence that diversity is associated with more innovation and better decision-making. But, an environment that feels inclusive is not automatic.





How does the ARS leadership know what to focus on?

- FEVS Results
 - Employee Engagement
 - Compliance Reviews
-
- Barrier Analysis (data)
 - Peer driven Accountability
 - Visible bias
 - Implement initiatives
 - Document outcomes

Plains Area & Agricultural Research Service Demographics

| National Demographic | | Nat. CLF | | Plains Area | | ARS | |
|-----------------------------------|--------|----------|--------|-------------|--------|--------|--------|
| | | Men | Women | Men | Women | Men | Women |
| | | | | Total | Total | | |
| | | 51.86% | 48.14% | 59.91% | 40.09% | 57.10% | 42.90% |
| Black/African American | 12.60% | 5.49% | 6.53% | 1.16% | 0.58% | 4.06% | 5.76% |
| American Indian/Native Alaskan | 0.90% | 0.55% | 0.53% | 0.35% | 0.35% | 0.37% | 0.35% |
| Asian | 4.80% | 1.97% | 1.93% | 5.21% | 2.90% | 6.00% | 3.80% |
| Native Hawaiian/ Pacific Islander | 0.20% | 0.07% | 0.07% | 0.00% | 0.00% | 0.17% | 0.08% |
| Hispanic | 16.30% | 5.17% | 4.79% | 3.36% | 1.27% | 2.74% | 1.71% |
| White | 63.70% | 38.33% | 34.03% | 49.83% | 34.99% | 43.67% | 30.85% |
| 2 or more races | 2.90% | 0.26% | 0.28% | 0.00% | 0.00% | 0.10% | 0.35% |

What's your role in this diversity and inclusion thing?



It's elementary, the Value of a Diverse Workforce, is in the satisfaction of its "People".

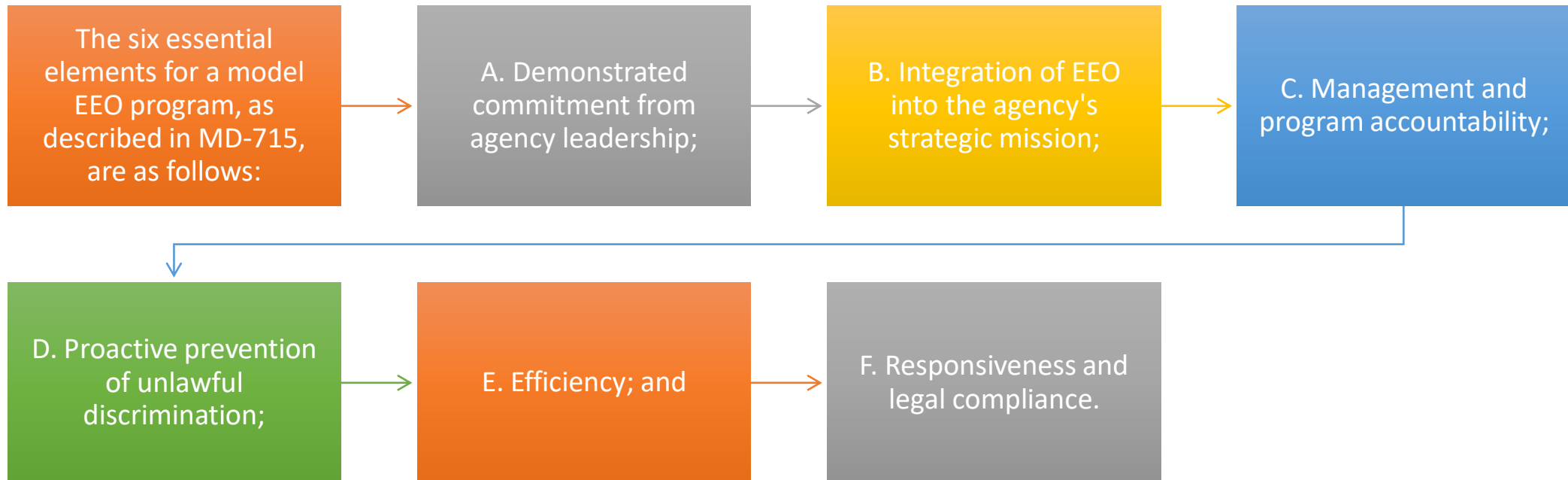


The model eeo program

Equal Employment Opportunity Commission's (EEOC) Management Directive 715 (MD-715) explains the elements necessary to create and maintain the minimum requirements for MD-715's model EEO program, pursuant to Title VII of the Civil Rights Act of 1964 (Title VII), as amended, 42 U.S.C. § 2000e et seq., and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended, 29 U.S.C. § 791 and the Americans with Disabilities Act Amendments Act of 2008 (Pub. L. 110-325).

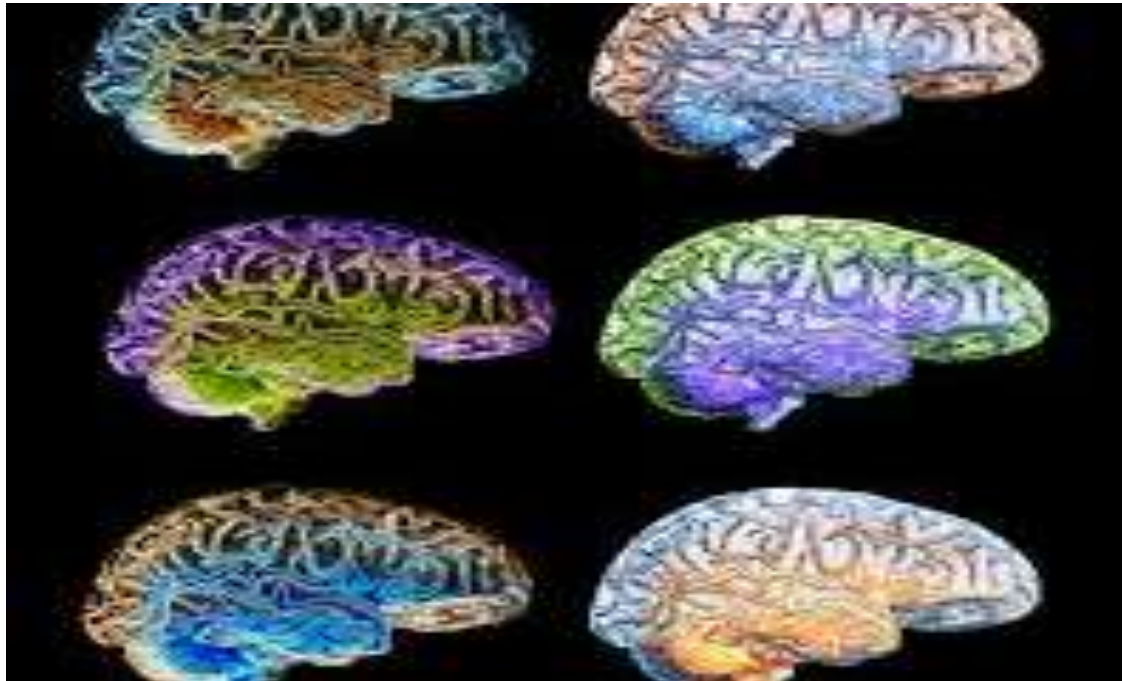
Although MD-715 imposes specific affirmative employment requirements under Title VII and the Rehabilitation Act, agencies must also comply with the laws enforced by EEOC.

MD-715 divides the essential elements of a model agency EEO program into six broad categories. An agency should review its EEO and personnel programs, policies, and performance standards against all six elements to identify where their EEO program can become more effective.



What policies/policy statements do you have?

- USDA Civil Rights Policy Statement
- USDA Anti-Harassment Policy Statement



- 2017 ARS Anti-Harassment-Bullying Policy Statement
- 2017 ARS Diversity/Equal Opportunity Policy Statement
- 2017 ARS Sexual Harassment Policy Statement
- 2017 Plains Area Anti-Harassment-Bullying Statement
- 2017 Plains Area EEO Civil Rights Statement
- 2017 Plains Area Sexual Harassment Statement

Walking the talk.....



The Agency's policies and directives reinforce that discrimination of any type is illegal; however, it is up to us collectively to provide a workplace free of discriminatory behaviors, like Bullying and Harassment.

What is bullying?





What is harassment ?





Illegal or not?



What is the human capital impact?

- Increased absenteeism, presenteeism and sick leave
- Lack of motivation of employees
- Damage to reputation
- Stunted corporate growth
- Poor organisational culture
- Stagnation in innovation
- Stress related costs for workers compensation claims which results in insurance premiums
- Poor employee performance
- Lack of respect for authority
- High staff turnover
- Increase in recruitment
- Induction and training costs
- Increase in effort managing disciplinary and counselling activities



Establish a
clear-cut, zero-
tolerance, anti-
harassment
policy.





Institute training and awareness programs for your employees.

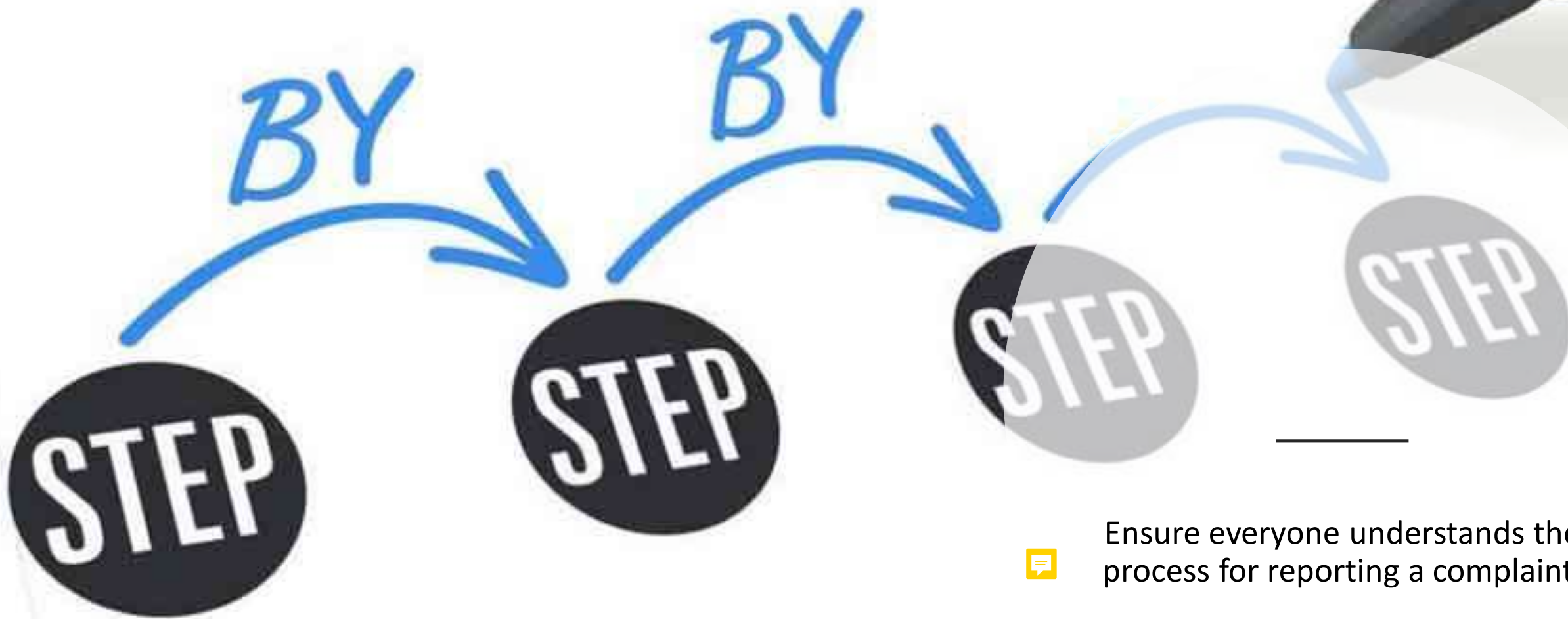


A large, red, circular button with a slight 3D effect is the central focus of the slide. It contains the text "DIGNITY AT WORK IS MY RIGHT!" in a bold, white, sans-serif font, arranged in four lines. At the bottom of the button, the website "workplacebullying.org" is written in a smaller, white, sans-serif font.

**DIGNITY
AT WORK
IS MY
RIGHT!**


workplacebullying.org

Build a culture
where harassment
is unlikely to take
place. 📄



Ensure everyone understands the process for reporting a complaint.

Investigate complaints promptly.

- Don't ignore direct complaints or rumors of bullying or harassment in your workplace. Take immediate action because the longer the conduct is permitted to occur, the greater the damage to the victim and potential liability to your company.
- The Agency (supervisors and managers) has an affirmative duty to act regarding allegations of harassment of any type. And, although there are no federal laws specifically criminalizing bullying it doesn't mean we can't do anything about it. 



Depression



Anxiety

The EEO Complaint Process and Alternative Dispute Resolution



What the EEO Office Is/Is Not:

Is not an advocate for management OR the employee

Is an informal/formal process facilitator

Is not overseen by local leadership

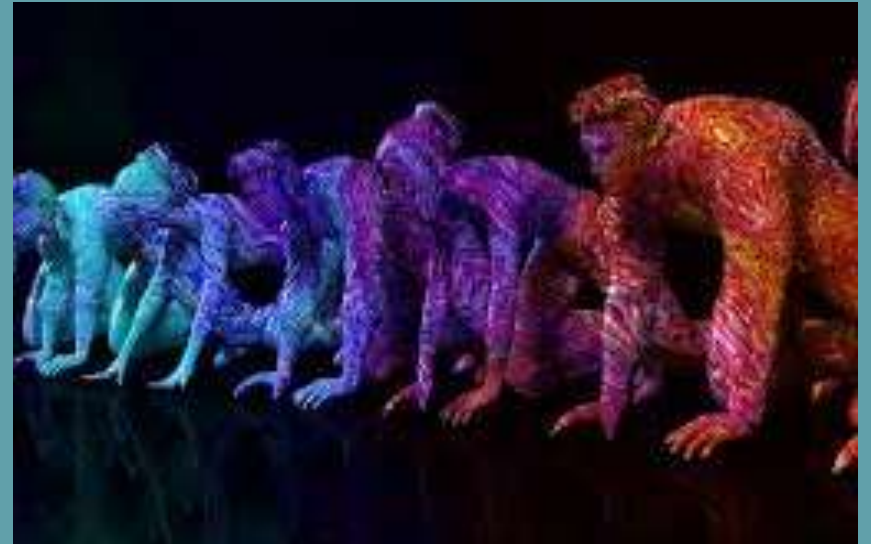
Is used for cases of perceived discrimination that fall under anti-discrimination laws

Is not used for cases of “toxic leadership” or hostile working environments where discrimination is not a factor (though EEO can coordinate alternative dispute resolution)



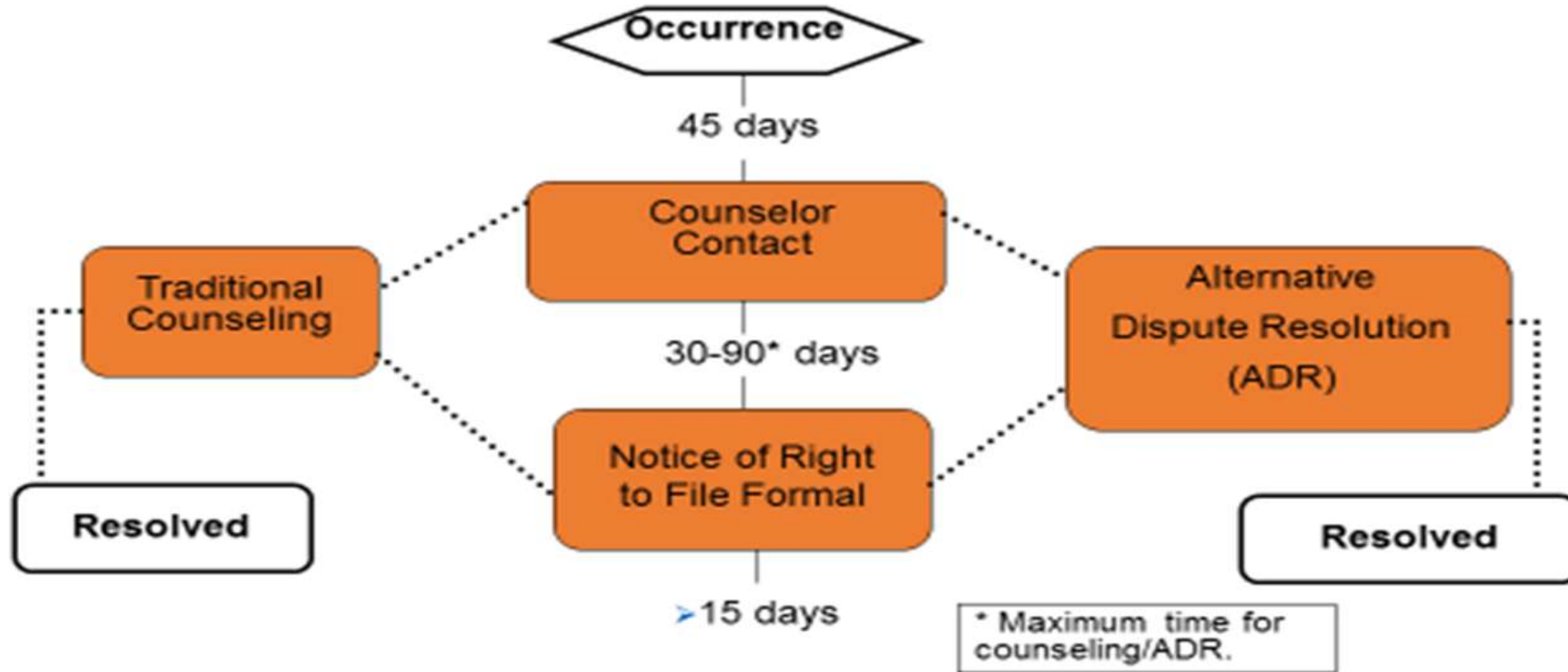
Complaint Procedures and Process

USDA



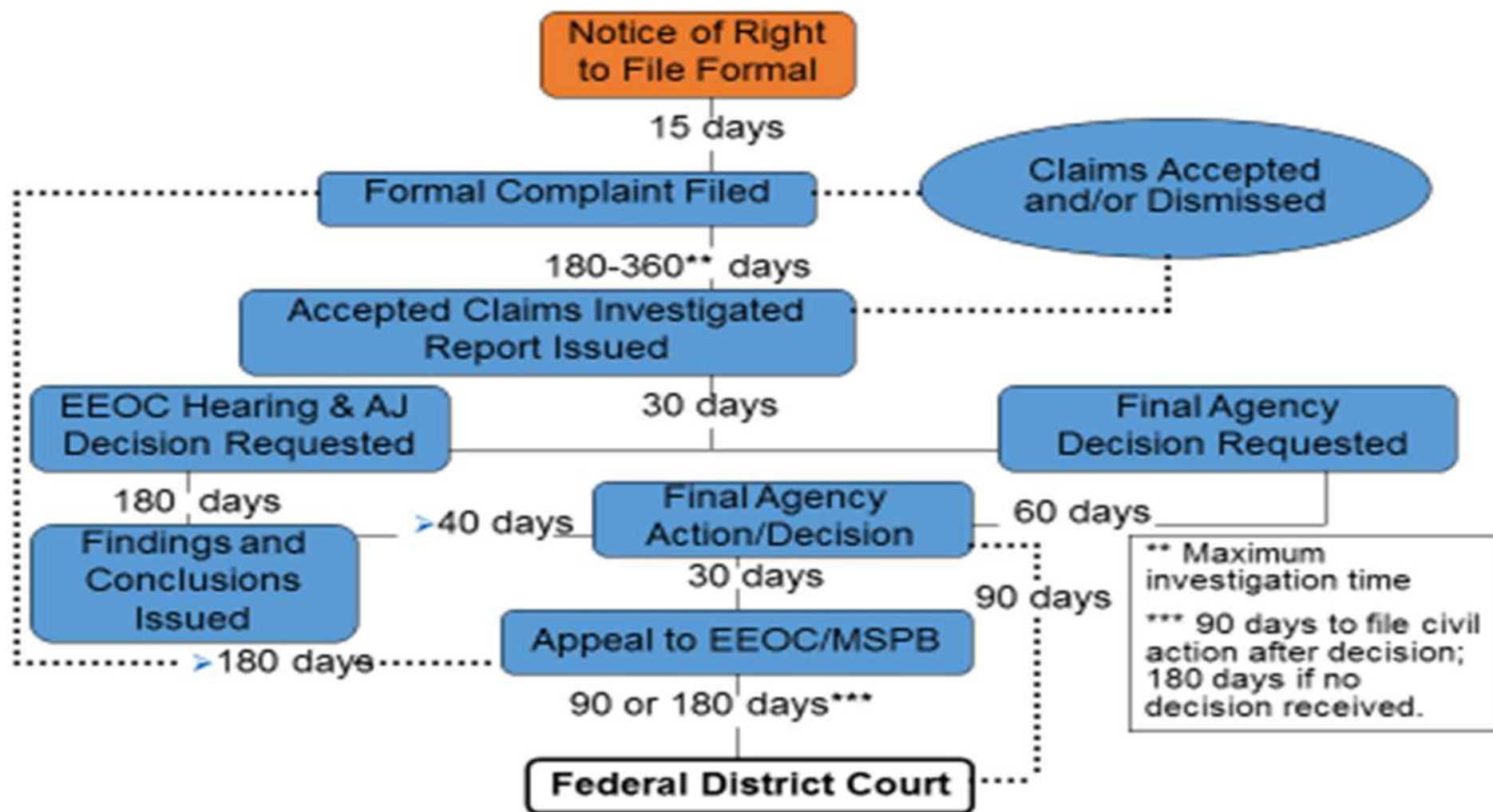
Informal Process

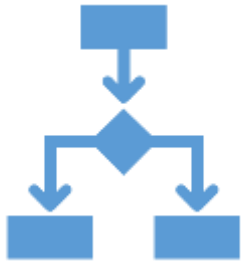
Federal Sector Complaint Process: Informal (Under 29 CFR 1614)





Federal Sector Complaint Process: Formal





Decide on your avenue of redress* and what you think the solution should involve.

* The EEO Office processes informal complaints and offers mediation services



You will be asked to identify the following:

- a. the impact of the issue on your job, pay or career
- b. the management official who has the authorization to effect change
- c. your solution



Call the EEO/CR Office to speak with one of the EEO Specialists.

* Management cannot make you use leave or charge you time for contacting the EEO/CR Office.



Remember: All Employees HAVE THE RIGHT TO FILE A COMPLAINT

To provide the opportunity to resolve rather than escalate workplace conflicts.



Workplace conflicts can cause divisiveness and distract from the mission of the agency.



Workplace conflicts can be costly:

Cost of legal action

Cost of decreased productivity
and lowered morale

Cost of monetary
damages/awards

Alternative Dispute Resolution (ADR)

ADR programs are established to promote compliance with federal laws and internal policies by encouraging resolutions outside of the traditional EEO complaint or litigation process.

Mediation is one form of Alternate Dispute Resolution (ADR) that is used to provide a means for resolving conflict in the workplace, especially in its earliest stages. More importantly, ADR serves as a mode to assist in fostering a better working environment in which everyone benefits.



Preventive Strategies

- Value Diversity at work and in recruiting, hiring (non-selection), & promotion
- Practice Inclusion
- Practice confidentiality
- Training



ARS Resources

- Office of Outreach, Diversity, and Equal Opportunity

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- Office of the Director

- Tracey Troutman, Director
Telephone number (202)720-6161
Tracey.Troutman@usda.gov

- Alan Robinson, Deputy Director
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Sheila.Cheeks@usda.gov

- Helena Thornton, EEO Specialist
Telephone number (202) 205-9248
Helena.Thompson@usda.gov
- Tonya Morris, Program Analyst (Reasonable Accommodations, Training, & Sexual Harassment in the Work Place)
Telephone number (301) 504-4339
Tonya.Morris@usda.gov

- Cooperative Resolution Program

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- Kenneth Blackson, Equal Employment Specialist
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