

## **Discussion: Diversity**

### **HR Management Discussion 6 Diversity & Affirmative Action, Social Equity**

Diversity management and affirmative action are ways to facilitate and promote equal opportunity and diversity in the workplace. Diversity management fosters diversity and inclusion through creating an inclusive environment and workplace while encouraging the benefits of diversity. This maximizes contributions from individuals of diverse backgrounds and increases representation of all. Affirmative Action is policies to address historic discrimination by ensuring that historically underrepresented groups are now represented in the workplace and have equal opportunities. Affirmative Action is mandated while diversity management is encouraged but not required.

I believe diversity measures should be required by law because unfortunately not everyone sees the benefits to having a diverse workplace or acknowledges the significance and importance of having the workplace, both public and private, be a representation of the area that they operate, work and serve in.

According to the readings, “social equity refers to fairness, equality, and justice in creating diversity in the workplace” and is often seen as the third pillar in public administration. Social equity is also the idea that all individuals should have the same rights, resources, and opportunities within a society, regardless of their background, preferences, or circumstances. Social equity is another way to work to eliminate disparities so all can enjoy the benefits of society and succeed.

Women and people of color are still underrepresented in government jobs. White women tend to trend better in terms of representation; however, they are still behind white men. Women and people of color also have a lack of representation in upper-levels government jobs as evidenced by the tables and readings for this week. There is still work to be done to address these issues through diversity training at state and local levels of government. Representation is one piece to discuss, there is additional opportunity to also impact change as it relates to earnings. Women are still earning \$.68-.82 on the dollar as compared to their male counterparts.