

CULTURE CHANGE



Education, Business,
& Inclusion

Presented by
Diana Hammer Tscheschlok
1.19.11



OVERVIEW

- Who are the new workers?
- Dimensions of Diversity
- Inclusion
- Learning Organizations
- Employer Climate Study



FOND DU LAC COUNTY UW-EXTENSION



Community
Development
& Natural
Resources



Community
Gardens



4-H Youth Development



Wisconsin Nutrition Ed. Program/Family Living



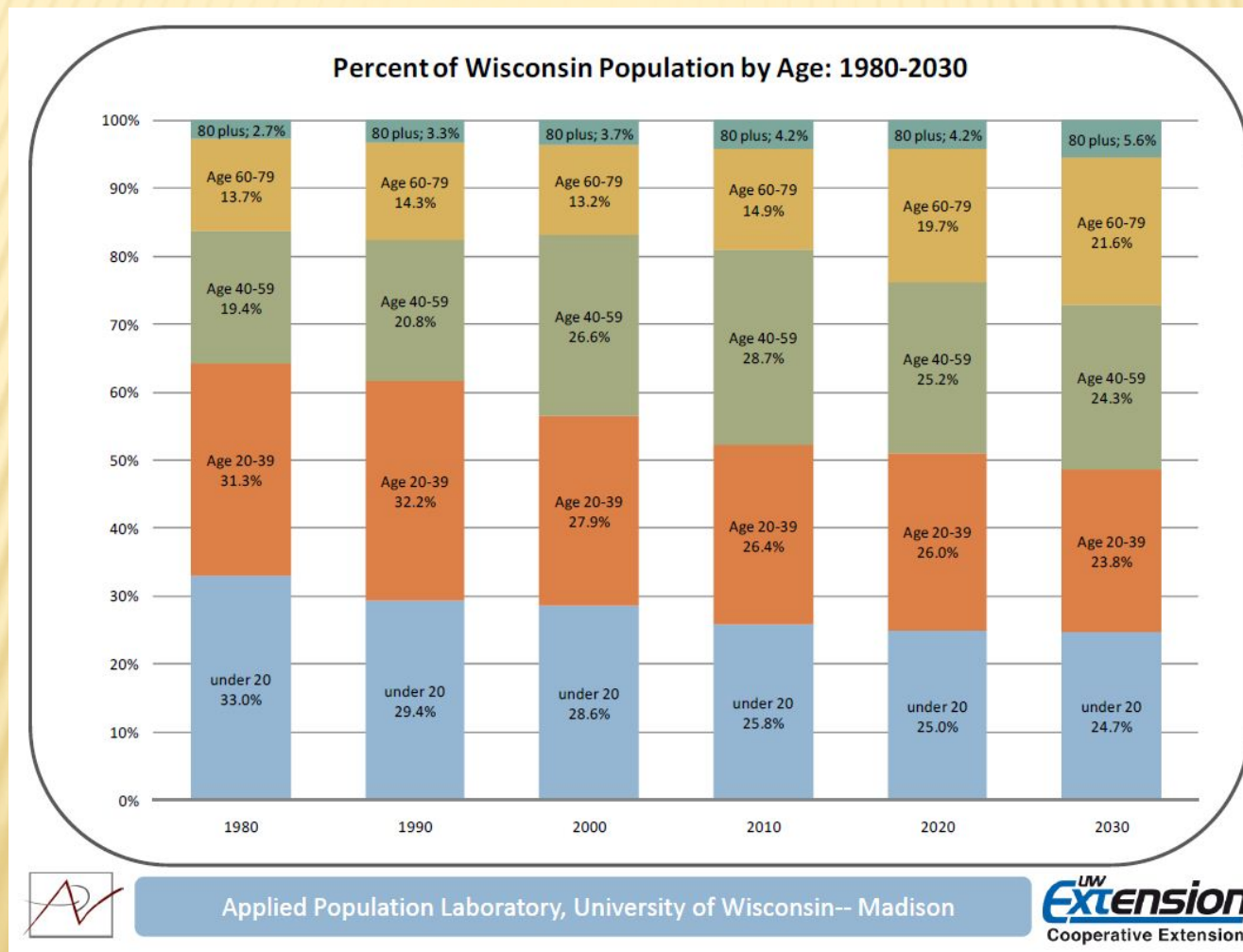
Agriculture &
Agribusiness



Support Staff

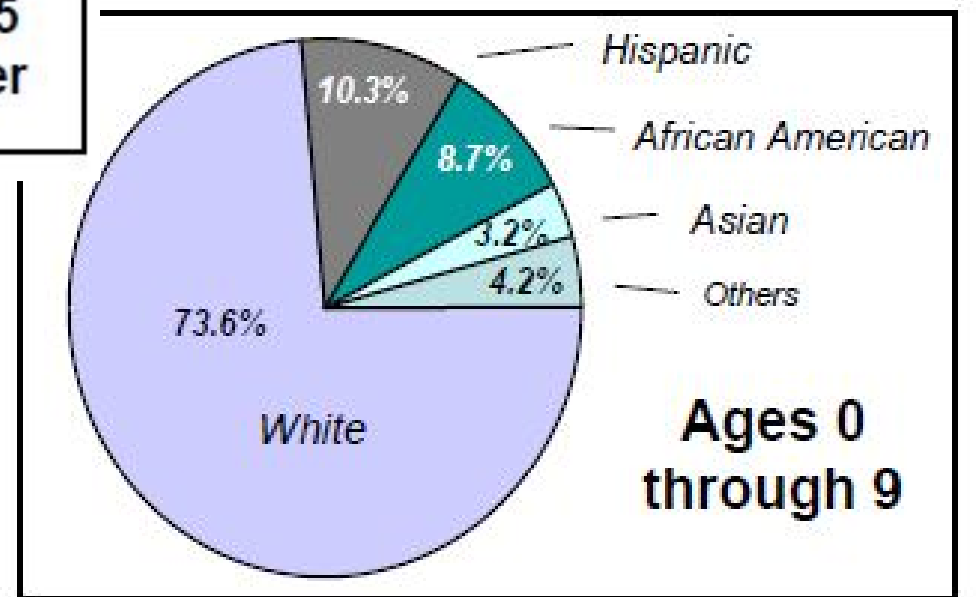
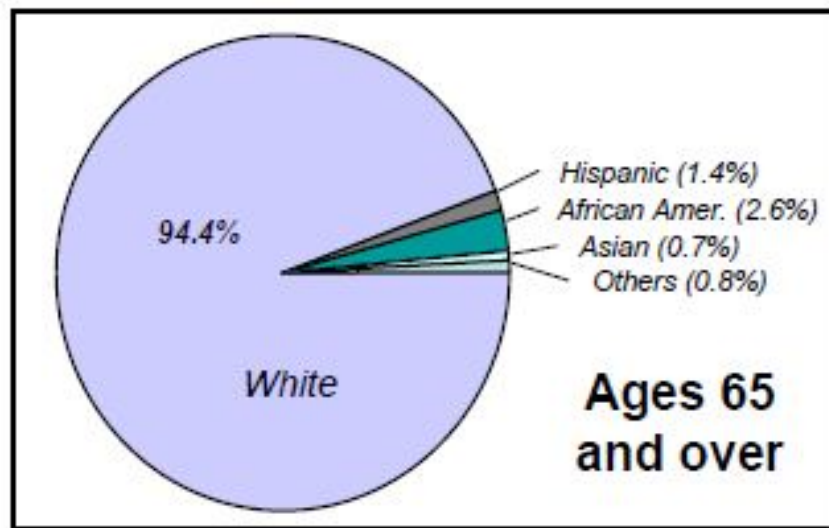
LABOR FORCE CHANGES

- ✗ The proportion of working age people is decreasing.



LABOR FORCE CHANGES

- ✖ The proportion of working age people of color is increasing.



Prepared by David Egan-Robertson
Demographic Services Center
WI Department of Administration

COUNTY SCHOOL ENROLLMENT

School District	Total Students of Color	Kindergarten Students of Color
Fond du Lac	17%	24%
North Fond du Lac	11%	10%
Ripon	10%	10%
Waupun	8%	
Oakfield	6%	6%
Winnebago Lutheran Academy, Fond du Lac	6%	No Kindergarten
Campbellsport	4%	6%

LABOR FORCE CHANGES

- ✖ White, non-Hispanic population is aging.
 - + Smaller percentage of new labor force entrants.
- ✖ Population of other racial and ethnic groups is increasing (2008-2018).
 - + Hispanic & Asian population will increase 3% .
 - + Black population will increase 1.4%.
 - + White, non-Hispanic population will increase .3%.



WI Dept. of Workforce Development, 2008;
Bureau of Labor Statistics, 2009.

LABOR FORCE CHANGES

- ✗ Older people are working more than ever before in history, but still not as much as people of prime working age.
- Mature/Silent/Traditionalist (1925-1945)
- Baby-Boomer (1946-1964)
- Generation X (1965-1980)
- Generation Y/ Millennial (1981-2002)

LABOR FORCE CHANGES



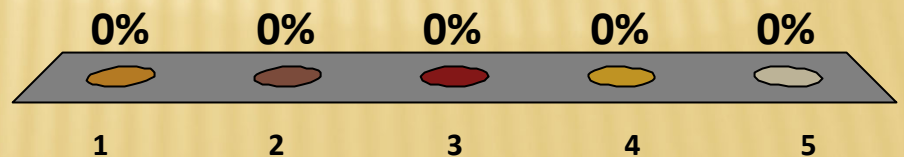
“...We are entering
an era in which
businesses will
fight for talent.”

*WI Department of Workforce
Development, July 2008*

Why will top talent choose here?

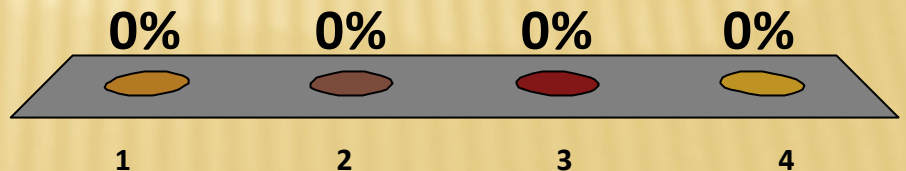
I AM A...

1. Packers Fan
2. Vikings Fan
3. Bears Fan
4. Fan of another team
5. Not a football fan.



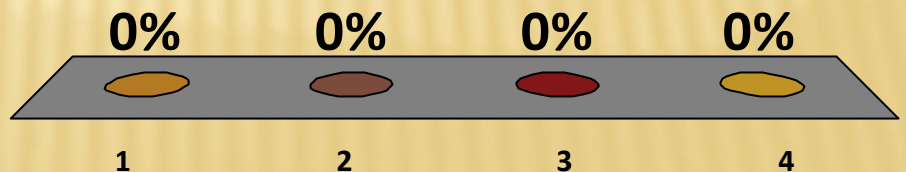
I PREFER...

1. Coke
2. Pepsi
3. Anything caffeinated
4. Anything but pop.



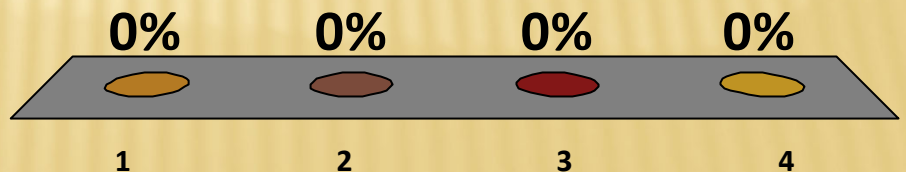
WHICH OF THESE SOUNDS LIKE YOU?

1. I'm loyal to people, not companies .
2. I have a strong sense of duty.
3. I work to live.
4. I have a strong work ethic.



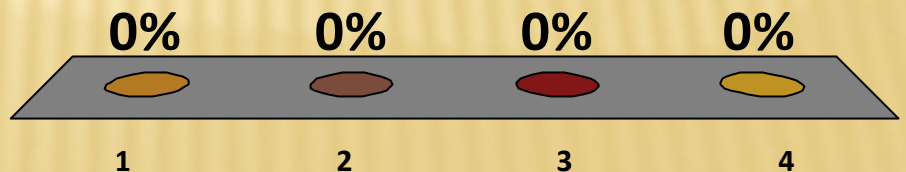
I GREW UP IN...

1. Wisconsin
2. Illinois
3. Minnesota
4. Somewhere else



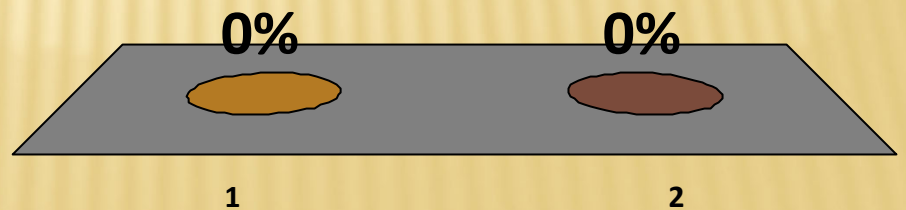
I'VE LIVED IN THE FOND DU LAC AREA FOR...

1. My whole life
2. More than 20 years
3. 10-19 years
4. Less than 10 years



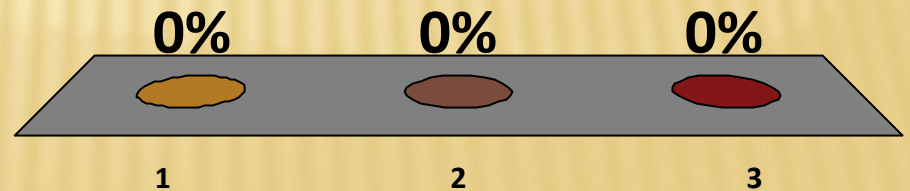
I HAVE A MEMBER OF THE MILITARY IN MY FAMILY.

1. Yes
2. No



I WORK BEST...

1. By myself.
2. In a group.
3. Both are fine.



DIMENSIONS OF DIVERSITY

Visible

- ✗ Race
- ✗ Ethnicity
- ✗ Gender
- ✗ Age
- ✗ Nationality

Non-Visible

- ✗ Religion
- ✗ Abilities
- ✗ Family Situation
- ✗ Life Experience
- ✗ Temperament
- ✗ Skills
- ✗ Socioeconomic Status
- ✗ Role on a Team
- ✗ Expectations
- ✗ Approach to Life



A VOLUNTEER PLEASE

A successful
partnership
at work



EMPLOYING THE WHOLE PERSON

“Inclusion increases the total human energy available to the organization. When differences are regarded as valued resources...people can bring far more of themselves to their jobs.... An inclusive organizational culture enables contributions from a broader range of styles, perspectives and skills, providing a greater range of available routes to success.”



F. Miller, 1998

DEFINITIONS

“Diversity describes the make-up of a group.”



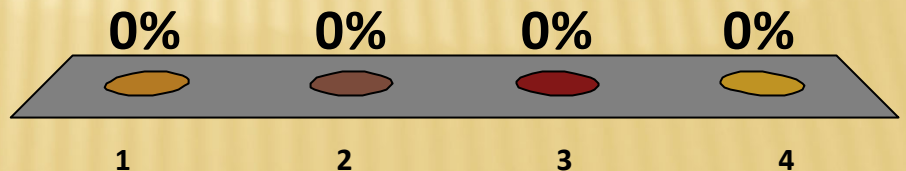
“Inclusion describes which individuals are allowed to participate and are enabled to contribute fully in the group.”



(Miller, 1998)

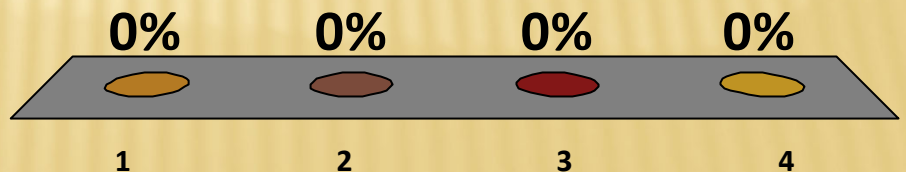
I FEEL LISTENED TO IN MY WORKPLACE...

1. Always
2. Often
3. Seldom
4. Never



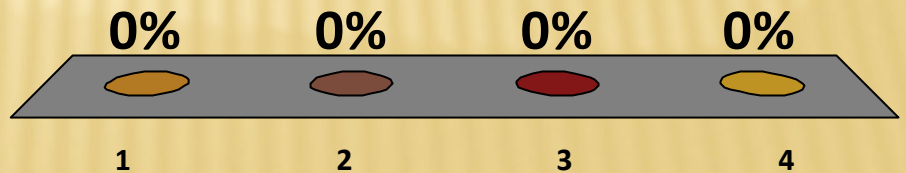
I AM INCLUDED IN INFORMAL CONVERSATIONS WITH COWORKERS.

1. Always
2. Often
3. Seldom
4. Never



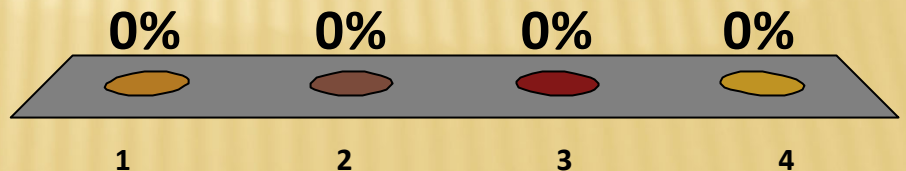
I AM ABLE TO “BE MYSELF” AT WORK.

1. Always
2. Often
3. Seldom
4. Never



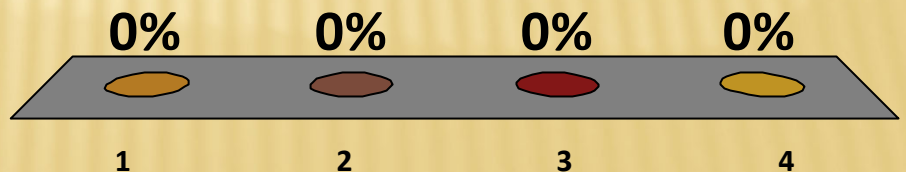
I TRUST MY COMPANY'S LEADERS.

1. Always
2. Often
3. Seldom
4. Never



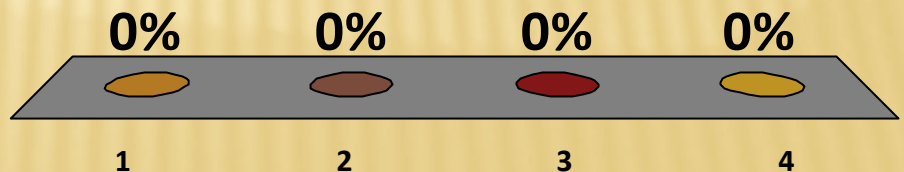
I FEEL LIKE I DO NOT “HAVE A SAY” IN THE WAY WORK IS PERFORMED AT MY WORKPLACE.

1. Always
2. Often
3. Seldom
4. Never



I AM ABLE TO CONTRIBUTE VALUE TO MY WORKPLACE BY USING THE FULL RANGE OF MY KNOWLEDGE & EXPERIENCE.

1. Always
2. Often
3. Seldom
4. Never



INCLUSION

- ✖ The degree to which an employee is accepted and treated as an insider by others in a work system.
- ✖ An individual's access to information and resources, ability to influence decision-making processes, and job security.
- ✖ Involvement in work groups.

(Pelled et. Al, Mor-Barak, & Cherin in Janssens & Zanoni, 2008)



“Inclusion
Broadens
the
Bandwidth.”

F. Miller, 1998.

WHAT IS AN INCLUSIVE WORKPLACE?

A company where organizational practices & policies ensure that:



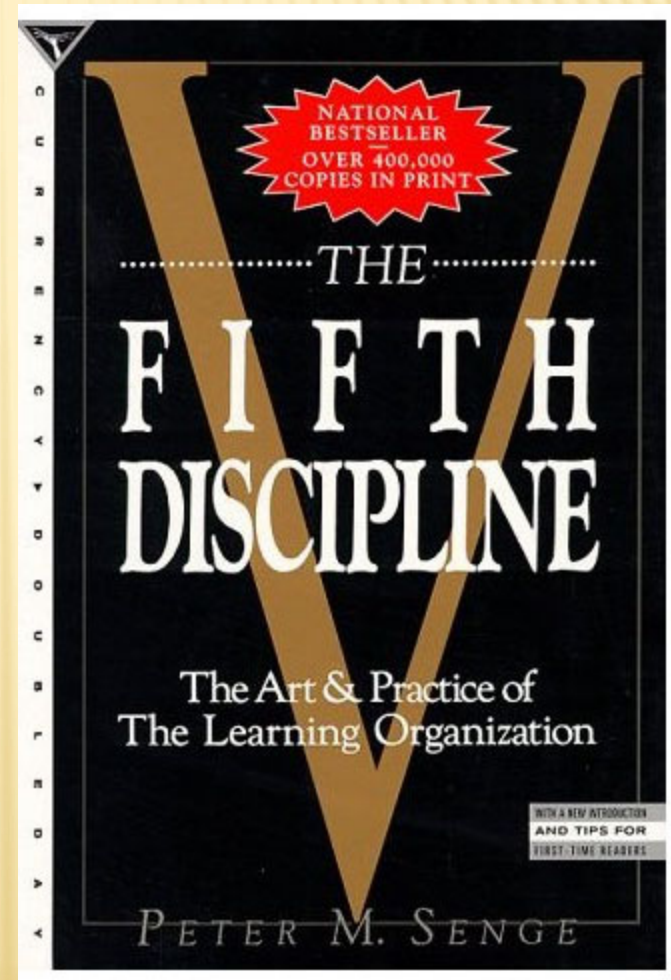
- + Minority and majority employees are treated the same.
- + All employees are able to express their cultural identities.
- + Distinct competencies are valued.

(based on Janssens & Zanoni, 2008)

LEARNING ORGANIZATION

“An organization that is continually learning how to create its future must be made up of individuals who are continually learning how to create more of what truly matters to them.”

--Peter Senge, 1999



INCLUSION LOCALLY

✗ YouTube

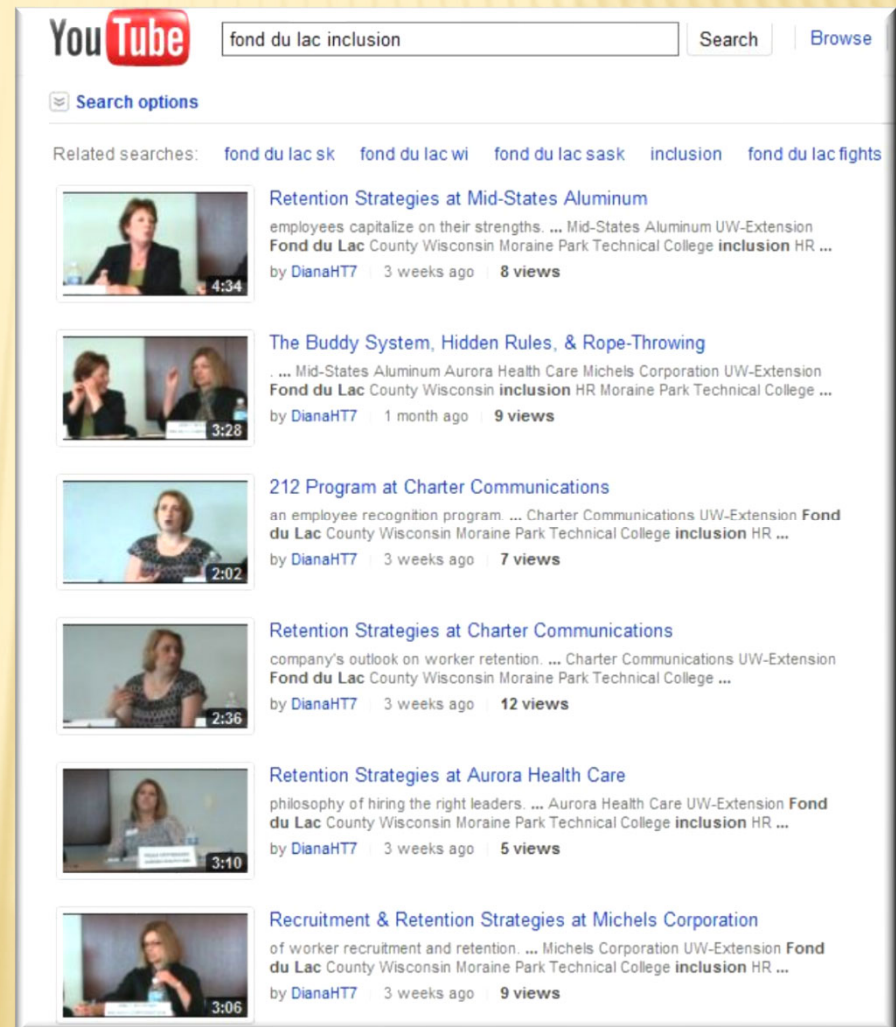
+ Search “Fond du Lac Inclusion”

✗ Mid-States Aluminum

✗ Charter Communications

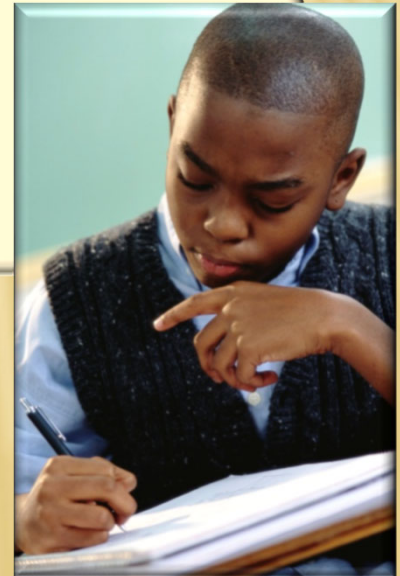
✗ Aurora Health Care

✗ Michels Corporation



WORKPLACE CLIMATE ANALYSIS

- + UWEX surveys employees about inclusion.
- + Results to employer (confidential).
- + Best Practices targeted to the specific company's situation.
- + Company can start making changes knowing where to focus.
- + No-cost, educational service.



THANK YOU!

Questions & Comments



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