

||| *The Mission*

The Institute's mission is educational. The Institute intends to serve as a catalyst for organizational change.

America's workforce is changing in complexion, language and gender. It is essential to our economic and geo-political survival that these differences be explored. It is through this exploration of differences that our similarities and social interdependence may surface. These factors may then be used to motivate a diverse workforce and enhance the quality and productivity of the work environment. Ultimately, it will be necessary to participate in the national mobilization of educational resources to build a society which places a high value on diversity. Programs are designed to meet the needs and goals of the organizations working with the Institute.

The Diversity Enrichment Institute's primary purpose is to provide a comprehensive outreach program to enjoin the various communities in the Capital Region to collaborate in appreciating, fostering, and valuing diversity.

||| *The Case for Diversity*

Changing Workforce

- Skills Gap
- Varied Family Structures & Needs
- Changing Nature of Work
- Labor/Job Shortage
- Aging Workers
- More Women
- Multiple Languages
- More People of Color

Organizations in Transition

- Affirmative Action to Cultural Diversity
- Recruitment Challenges
- New Partnerships
- Organizations Flattening
- Employee Involvement
- Legal Aspects
- Quality Improvement
- Glass Ceilings
- Changing Management Styles

Competitive Marketplace

- International Financing
- Emerging Markets in Africa, Europe and Asia
- Ethnic/Cultural Markets
- Globalization
- Business Partnerships Abroad
- Legal Aspects
- Niche Demographic Markets
- Customer Service and Value as Advantages
- International Competitors

Community

- Diverse Population
- Immigration
- Cultural Tensions
- Corporate Citizenship
- Volunteerism
- Weakening Infrastructure
- Public/Private Sector

Programs

Cultural & Social Enhancement Training Programs

Target Population: Students and
Disadvantaged populations (governmental
human service programs)

Building the Climate for a Multicultural Campus

Target Population: Faculty, Staff and
Students; Community-Campus Relations

Managing & Valuing Diversity in the Workplace

Target Population: Public and Private
Sectors — Managers, Supervisors and Staff

Services

Diversity Resource Bank

Local and National Diversity Experts
Listing Service

Clearinghouse for Local Diversity
Programs

Public Service Programs (PSP)

Programs for Non-Profit Agencies

DIVERSITY ENRICHMENT INSTITUTE

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