

BUILDING STRENGTH THROUGH OUR DIFFERENCES

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DIVERSITY AWARENESS WORKSHOP

Session Objectives.

- Determine the key components of cultural diversity.
- Discuss diversity dimensions
- Understand how diversity occurs in society.
- Discuss the major diversity dimensions in Texas.
- Identify cultural barriers that create diversity problems in San Antonio.

DIVERSITY AWARENESS WORKSHOP

What Is Diversity?

- It is a difference that makes a difference. It can be physical or socially-defined.
- Groups are identified.
- Individuals in society must agree that the differences exist.

SOCIETAL TRANSITION

Diversity and Groups

- All groups are framed by access to social power.
 - Dominant group
 - Subordinate group
 - Minority group
- Structure institutionalizes power distribution and inequality.

SOCIETAL TRANSITION

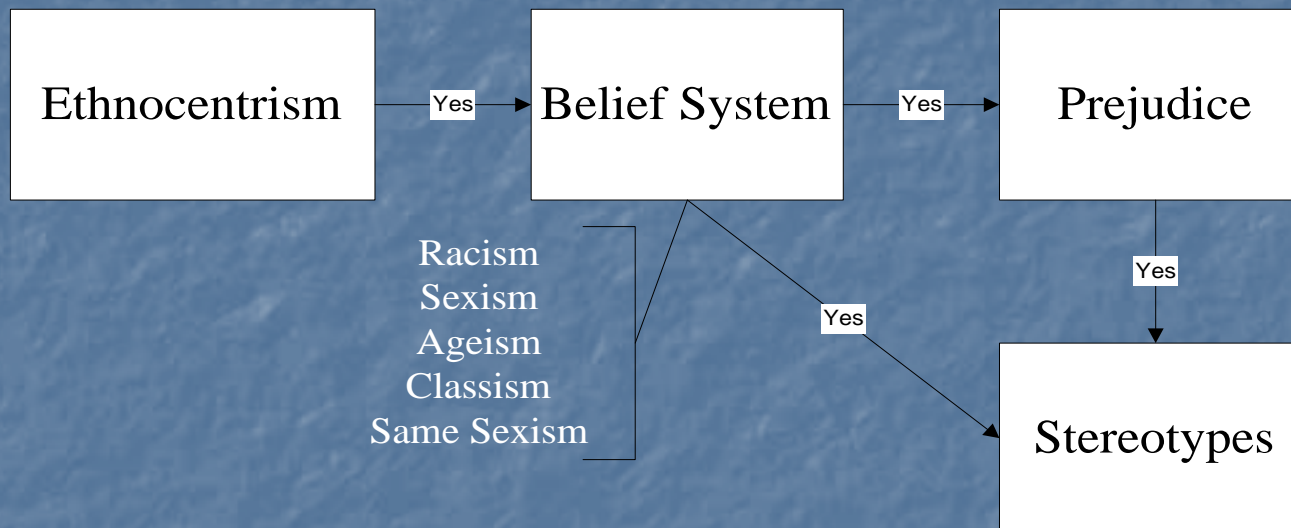


Figure 1. Attitudinal Components of Inequality

SOCIETAL TRANSITION

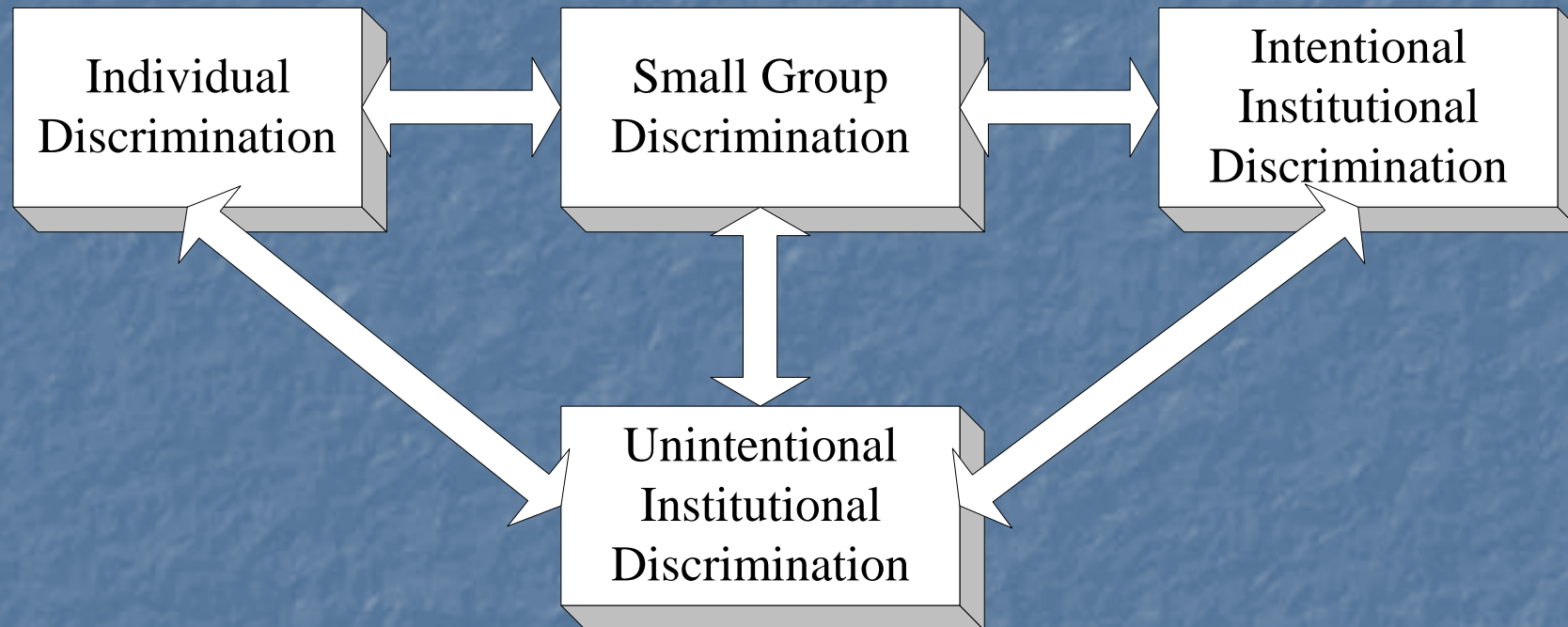


Figure 2. Behavioral Component of Intergroup Relations

SOCIETAL TRANSITION

Primary Dimensions of Diversity.

- Dimensions that are the most important factors related to diversity and how we address diversity-related issues in the United States.
- There are four primary diversity dimensions.

SOCIETAL TRANSITION

Race and Ethnicity.

- Race
- Race. A social construction that emphasizes the importance of skin color and other physical features.
- Ethnicity
- Ethnicity. A social distinction that involves skin color and other aspects such as religion, native origin, language, and/or culture.

SOCIETAL TRANSITION

Sex.

- Sex
- Sex. A physiological differentiation that results in two groups, men and women.
- Gender
- Gender. A social assignment of roles based on sexual distinctions.

SOCIETAL TRANSITION

Age.

- Age Cohort. A grouping of people by an age range that share similar historical experiences.
- Power is transferred from one age cohort to another over time.

SOCIETAL TRANSITION

Four Generational Groups.

- **Traditionalists (1922-1945).** Known as loyalists, matures, veterans, greatest generation. *64-87 years of age.*
- **Baby Boomers (1946-1964).** *45-63 years of age.*
- **Generation X (1965-1979).** Known as baby busters. *30-44 years of age.*
- **Millennials (1980-2000).** Known as Generation Nexter's, Generation Y, Generation Net. *9-29 years of age.*
- **Post Millennials (1981- present).** *Up to 8 years of age.*

**Table 1. Summary of Age Cohort Characteristics
in the United States, 2009**

Orientation	Traditionalist	Boomer	Generation X	Millennial
Outlook	Practical	Optimistic	Skeptical	Hopeful
Work Ethic	Dedicated	Driven	Balanced	Questionable
View of Authority	Respectful	Love/hate	Unimpressed	Confrontational
Leadership	Hierarchal	Consensus	Competence	Unsure
Relationships	Self-sacrifice	Personal gratification	Reluctant to commit	Detached
Turnoffs	Vulgarity	Political Incorrectness	Cliché and hype	Authority
Perspectives	Civic-minded	Team-oriented	Individual	Self-reliant

SOCIETAL TRANSITION

Socioeconomic Status.

- A grouping of people based on income, education, and occupation.
- Often socioeconomic status is expressed in terms of social class.

SOCIETAL TRANSITION

Secondary Dimensions of Diversity.

- Disability – could be invisible
- Sexual orientation – could be invisible
- Language differences
- Religion
- Family background
- Geographic location

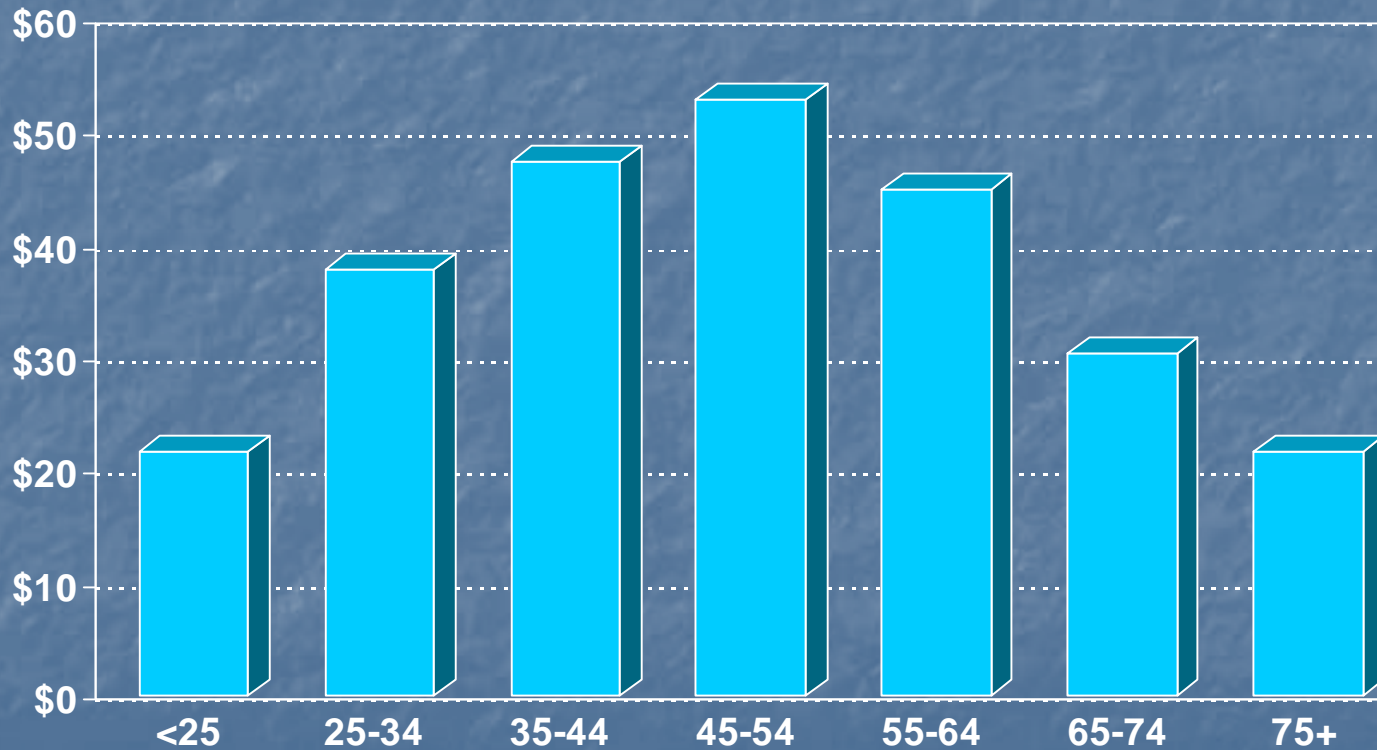
DEMOGRAPHIC AND CULTURAL TRANSITION

Texas Population Distribution by Year.

<u>Year</u>	<u>Population</u>
1970	11 million
1980	14 million
1990	17 million
2000	21 million
2005	23 million
2040	38 million (projected)

Median Household Income in 1999 in Texas by Age of Householder

Thousands

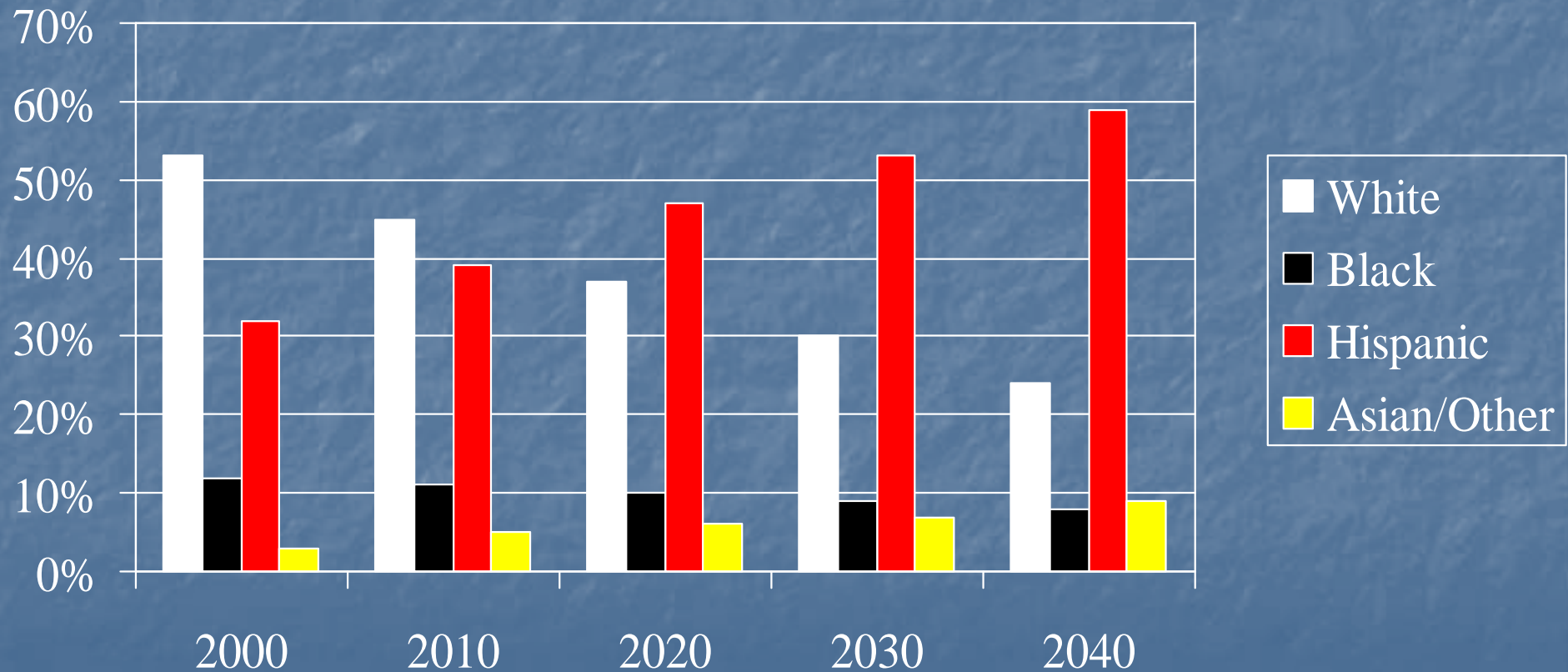


Age of Householder

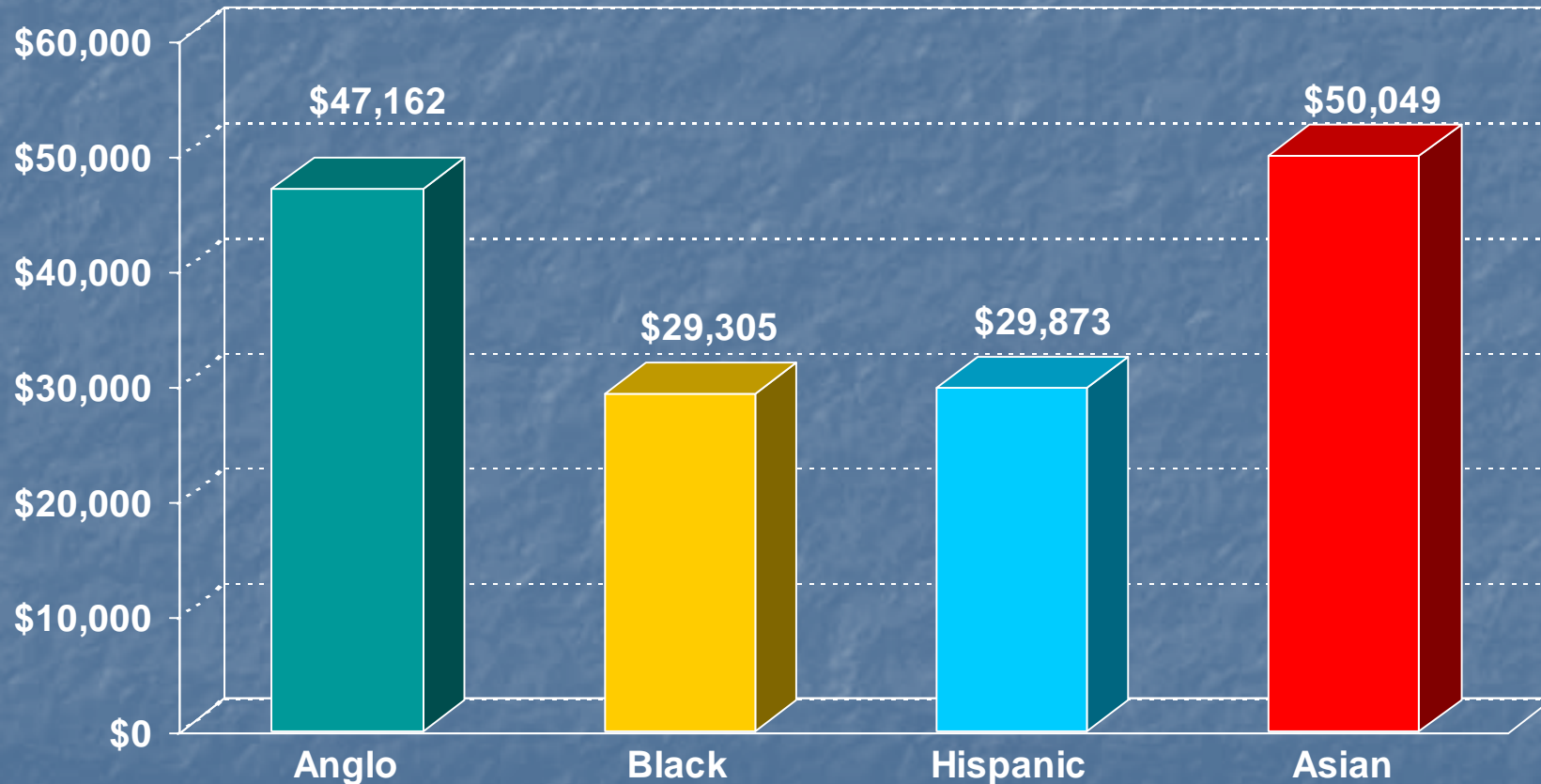
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RACIAL COMPOSITION - DEMOGRAPHIC PROJECTIONS

Texas Population Distribution, 2000-2040

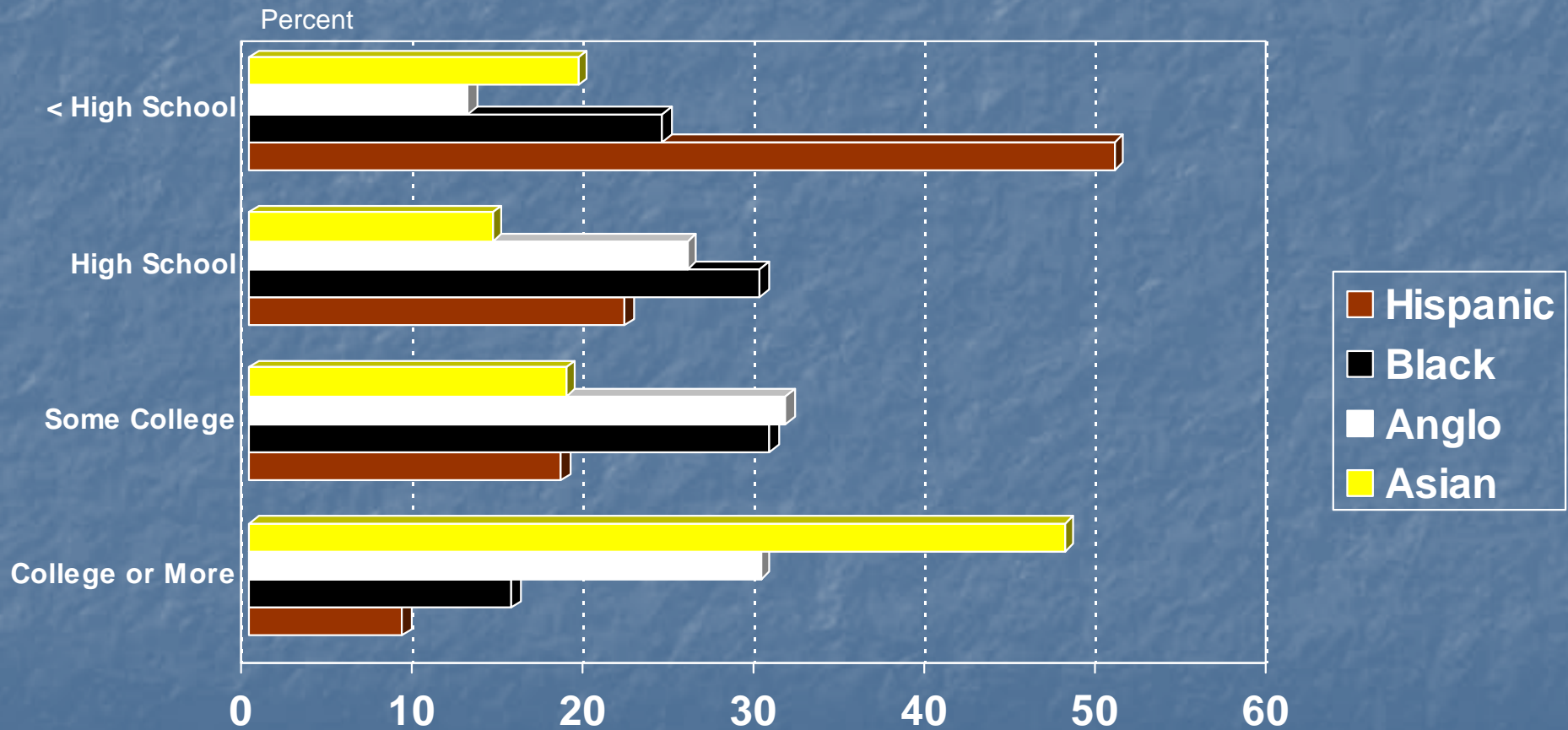


Median Household Income In 1999 in Texas by Race/Ethnicity of Householder



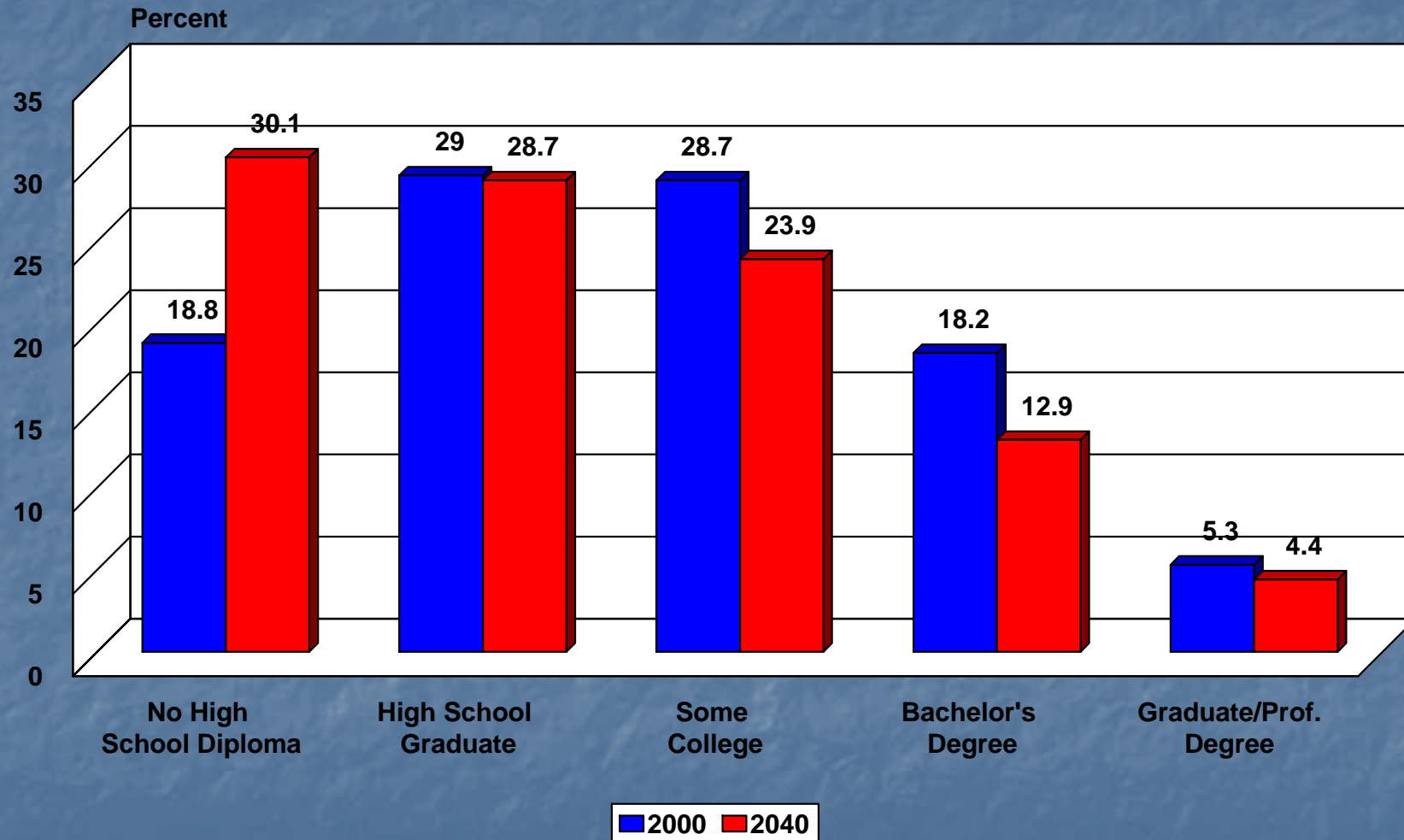
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Educational Attainment in 2000 in Texas for Persons 25+ Years of Age By Race/Ethnicity



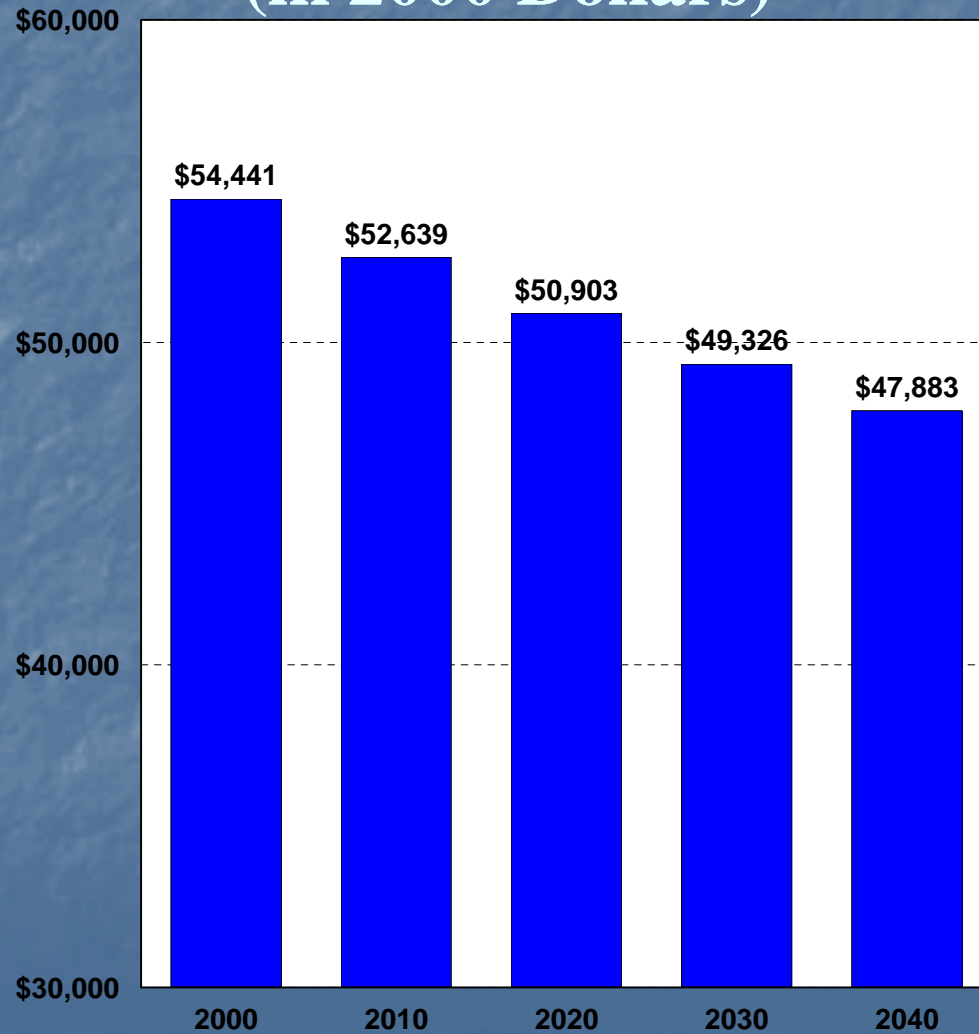
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Projected Percent of Labor Force by Educational Attainment in Texas, 2000 and 2040



* Projections are shown for the 1.0 scenario

Average Household Income in Texas, 2000-2040* (in 2000 Dollars)



* Projections are shown for the 1.0 scenario

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DEMOGRAPHIC AND CULTURAL TRANSITION

Profile of the Future of Texas.

- Racial minority majority population.
- Pluralistic in group dynamics.
- Older.
- Less educated.
- Poorer.
- Less competitive.
- More service level positions.