Diversity in the Workplace

Talk of diversity in the workplace is nothing new. Institutions, employees, and politicians speak about feminism, immigration, gender identity, and the gender pay gap. According to research, diversity in the workplace promotes success and positive work environments.

Three Key Points about Diversity in the Workplace:

• An organization’s success and competitiveness depends on its ability to embrace diversity and acknowledge its benefits.

• Organizations should actively assess their handling of workplace diversity issues.

• Organizations must work to overcome cultural and language barriers for their diversity programs to succeed.

In today’s political environment, diversity is a hot topic. Employers are taking a side on social issues and injustice, and society is making diversity a priority. Companies are not just hiring people from different backgrounds but respecting their beliefs and taking a stand to support them. Companies are moving into a values-driven marketplace, and consumers acknowledge they have bought or boycotted a brand based on a company’s demonstration of their value of diversity. Therefore, companies and employers are an integral part of making the world a better place by emphasizing diversity in the workplace.
Three Advantages of Diversity in the Workplace:

- Employees with diverse cultural backgrounds have unique experiences and perceptions that strengthen productivity and creativity.
- Properly managed diversity helps to blend ideas and complement individual differences.
- Diversity can enhance relationships with consumers and other employees.

Happy Spring!
I hope that your year has started positively. We are excited in the department because not only is our enrollment up, but we are offering our Bachelor of Science in Education in Workforce Education and Development at a new location! Mount San Jacinto College (MSJC) in Menifee, California has allowed us to offer courses on their campus, and we are pleased to have 8 students start last month. Two more students will join this cohort in the second term of this semester (March), and we are hopeful that more will join in the summer. I want to thank the Extended Campus staff, Aubree Delfin (Site Coordinator), Matthew Bacon (Assistant Director), and Dr. Mandara Savage (Executive Director), for their efforts to get this partnership established and students enrolled. I also want to thank WED lecturer, Doug Owens, for assisting with recruitment and advising the new students. Furthermore, Terry Russell, a 2-time graduate of WED /SIUC alumnus, is the Director of Counseling at MSJC and has been a huge supporter and recruiter for WED. Pictures are featured on the next page.

This month’s newsletter has a brief focus on diversity. I hope that you will take time to reflect on the benefits of diversity in the workplace, especially in the 21st century. We can all contribute, regardless of our physical characteristics, gender, age, spiritual beliefs, class, and other dimensions of diversity. Our differences make us unique! Let’s show that we value the uniqueness of our colleagues and co-workers.

Have a wonderful month, and e-mail me with your good news, suggestions, etc. I am happy to hear from you. (csims@siu.edu)
In January, a new WED site opened in California. This site has been in the making and now complete. From working out every single detail to meeting with multiple departments, Mt. San Jacinto Community College welcomed Southern Illinois University to their campus.

**A Message from Site Coordinator (Aubree Delfin)**

Starting with a brand new site can be nerve-racking, but I will say with all the support from MSJC, especially Terry Russell, Director of Counseling, it has grown in just a few short months. Students realize that the flexibility, support, and the program itself are precisely what their busy lifestyle needs.

The new students range from firefighters, retired military, personnel, sheriff’s department staff, and even working moms. This degree will allow them to pursue their education promptly and move them one step closer to walking across the stage to receive their diploma.

I have been with SIU for five years, and this is by far one of the most exciting opportunities that I have been able to see come to life. With the support of the staff at MSJC, Doug Owens, and myself, I believe this program will continue to grow and hopefully leave the students with memorable experiences. It may be a small class now, but soon, we will have many Salukis!
Women’s History Month

Women’s Suffrage

The women’s suffrage movement was a long fight to win women’s right to vote and fight for equality. Women activist and reformers fought over 100 years to win rights for women. On August 26, 1920, the 19th Amendment to the Constitution was ratified, enforcing all American women the rights and responsibilities of citizenship like American men. On November 2, 1920, more than 8 million women across the United States voted in the election for the first time.

READ MORE
JOBS OF THE MONTH

Workforce Development Trainer  Read more

Coordinator, Workforce Development  Read more

Learning & Development Consultant II  Read more

Business Marketing Specialist  Read more

Category Development Analyst  Read more

Economic and Workforce Development Specialist  Read more

Education and Workforce Development Strategist  Read more

SIU Alumni Association

Whether you already graduated or are a current student, you may always join the Association. Your association benefits are great and, above all, you will develop strong connections with other Salukis wherever you are in the world.

Submit your membership request

Master of Science in Education in Workforce Education and Development

Master’s courses will begin June 10, 2019

If you live at least 50 miles from Carbondale, you can complete the program from a distance by taking online courses and participating via video conference. Go to Graduate School website to apply!

Graduate School

For program questions, please contact WED advisement:

wedadvisement@siu.edu
February 2019—Important Dates & Events

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<td>Monday, 3/4</td>
<td>Women's History Month Kickoff</td>
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<tr>
<td>Saturday-Sunday, 3/9-17</td>
<td>Spring Break (No Classes)</td>
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<tr>
<td>Friday, 3/22</td>
<td>Women, Gender, and Sexuality Conference</td>
<td>Location</td>
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<tr>
<td>Saturday, 3-23</td>
<td>Southern Illinois History Fair</td>
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Office of the Bursar
For a complete listing of courses through Summer 2019, visit registrar.siu.edu and select Schedule of Classes Search. For SIU events, click on Events Calendar. For other calendars, click on calendars, and click on Graduate School for Dates and Deadlines.

“I work for a defense contractor as a training specialist, designing, developing and delivering training for surface ship maintenance project team members. My WED degree, and follow on M.S. in adult education, gave me the knowledge to create and maintain a workforce development program that is deployed around the globe.”—Paul Bennett, training specialist, McKean Defense Group, Grand Canyon University, Virginia Beach, Virginia

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