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## Diversity training the office

As our world shrinks thanks to technologies such as television and the Internet, we find ourselves working with people of cultures with whom we do not know. Some adapt well to different cultures in the workplace, but for others it takes a little getting used to. Numerous games and techniques have evolved to smooth this change in the workforce. Clear the place in your office. Have your coworkers walk around the space. Tell them to group by any things like hair color, eye color, shirt color, trouser and skirt color, and so on. In this activity, participants must remain silent so that participants cannot tell another participant that they do not belong to the group; they must group in their own judgment and quietly. Finally, ask them to group by skin color. Explain to your group that no two people have the same skin color at any given time of day. The color of the skin can change with the level of hydration, blood levels and other such activity in the body. We're all individuals. Connect with your group and think. Create quick note labels or cards that stick to your coworkers' backs (for example: nerdy, diligent, slacker, hard worker, favorite boss's party, party girl). Tell them not to tell each other which label will go on their back. Have the others read the etiquette and then talk to them like it's the label. Unite and deconstruct what you've learned. Please note that these labels should be applied to coworkers randomly, as this exercise does not reinforce existing stereotypes in the workplace. Rainbow of Desire was created by theatre doctor Augusto Boal. Make room for your coworkers. Mark the area marked as Agree, Insecure, and Dissent. Making a statement to my group like I believe that cultures work together is essential for business, I believe it is important for people of all races to get along, I believe that women and other minorities should be paid equally to their counterparts. Tell your coworkers to move to areas marked Insecure, I agree or disagree when they hear a statement. Their movements should reflect if they agree or disagree with the statement in person. Let each person make a statement about his choice, but let him know that he has the power to say Pass. Remind your group that this is a safe space and nothing that has been said in the room can be taken outside. Keep your group partner up. One person will #1 and one person will #2. #1 out his hand and #2 his face about 6 inches from #1 hand. Tell #1 to move her hand and #2 to physically follow her hand with her face. After a few moments#1 he #2 to switch to #2 he was in power. Deconstruct and have your group discuss how it relates to issues of power and racism in the workplace. Draw two outlines of people with butcher's paper and glue them to the wall with some tape. Use to #1 as a racist and #2 as a new minority, someone who is new to the workplace and is the only person in their culture. Give these characters names. On the outside of the body, write what a person could do externally. On the inside of the body, write what you may feel, what stimulates his behavior. Is a racist afraid of change? Is the new minority in the workplace uncomfortable or feel they have to prove themselves? When you're done, discuss with the group. In late September, Donald Trump ordered federal agencies and companies and universities with federal contracts to stop offering diversity training on systemic racism and sexism. The Wall Street Journal reports that businesses are protesting President Trump's order, arguing that it attacks free speech and undermines justice in the workplace. Whether he is trampling on free speech rights is a question for lawyers and voters. But whether it undermines the workplace of justice is a question we can answer. As social scientists, we know one thing: diversity training carries too much of a burden to address inequality at work. It has become the go-to solution for all injustices. Starbucks gets hit with negative publicity, and they order company-wide diversity training. Sephora faces unpleasant public revelations, ditto. Ford loses racial and sexual harassment and agrees to practice more diversity. BMW loses its race suit and introduces more training. Trump's directive has led corporations and universities to worry about the legality of their diversity training and seeking legal advice. It also led the Justice Department to suspend diversity training. But is it even worth fighting for diversity? Not to the extent you'd expect. We have analysed data from hundreds of employers over decades to assess how different stock measures work. And what we've found is that a typical diversity education program doesn't just fail to promote diversity, it actually leads to a decline in diversity management. Other simple managerial measures have proven to be more effective in opening up opportunities to people of color. Anti-bias training has a long history. Social scientists experimented with different approaches until the 1940s. After John F. Kennedy ordered federal contractors to take affirmative action in 1961 to stop discrimination, large contractors created anti-prejudice education programs. Federal agencies got on the bandwagon in the late 1960s, when Elliot Richardson, as minister of health, education, and social welfare, set 3,000 of his managers on training, justifying the move with words that were often repeated today: Prejudice against minorities is often the result of unconscious opinions. In words echoed by Trump, Sen. Sam Ervin (D-North Carolina) disparaged it as a brainwash. Training takes different forms over time, but they were all disappointing. Research is clear and consistent. You can not significantly influence the bias in training lasts an hour, day or week. Prejudices are rooted in stereotypes, and stereotypes are rooted throughout life listening to radio, watching TV, and browsing social media. Hundreds of studies have proven this. The best training against bias slightly reduces the measured bias. But the effect does not hold. It doesn't even translate into organizational changes. Some studies have found that anti-bias training can actually activate prejudice. Telling people to stop thinking about stereotypes is like telling them to stop thinking about elephants. Worse, training can provoke resistance. Our research shows that a typical diversity-training program does not lead to an increase in workforce diversity – not in a month, not in a decade. If employers want to open up an opportunity for people of color, anti-bias training won't do that. They need to make practical system changes - which are less burdensome than you might think. Systemic racism often hides behind neutral, seemingly color-blind managerial routines. Addressing systemic racism means recruiting at historically black colleges, not just majority-white colleges. This means creating formal programs to ensure that every employee is offered a mentor, rather than promoting natural mentoring relationships that usually leave people of color in the cold. This means inviting all employees to sign up for skills training and management, rather than letting bosses choose their favorite workers. It means engaging line managers in depth looking at the problem of fairness, brainstorming for solutions and putting these solutions into practice, rather than leaving the problem to external consultants who don't have the authority to change things. Our research suggests that a small number of systemic changes – targeted recruitment, mentoring programs, open skills and management training, and diversity working groups – can lead to a significant and sustained increase in workforce diversity and opportunities. This applies to both frontline and managerial work. As a means of promoting fairness, diversity training is still worth fighting for – but, as our research clarifies, only if along with these systemic changes. It's time to introduce them in every workplace. Purchasing officers find suppliers and buy supplies, such as materials, components and services, for their companies. Their goal is to buy quality supplies at the lowest possible prices so that their companies can produce quality products and earn money. Purchasing officers require good negotiating and administrative skills to do their job effectively. They must also have good people-to-people skills to build relationships with suppliers and help other departments develop their purchasing requirements. A high school diploma may be sufficient for entry-level purchasing positions, according to the U.S. Bureau of Labor Statistics. However, BLS notes that employers are increasingly looking for candidates with bachelor's degrees, such as business, engineering. The degree is probably important for the purchase of officials responsible for the purchase of complex technical products. Buyers participate in induction training when they first join the company. The induction program helps them understand the organizational structure, objectives, products and markets of the company. The program gives them context for training focused on their purchasing role. The training helps purchasing officers understand the company's procurement guidelines and policies. It gives them more detailed knowledge of the products or services they buy and gives them insight into the purchase requirements of different departments. Purchasing officers may have online training provided by professional institutes such as the American Purchasing Society, the Institute for Supply Management or the National Institute of Government Purchasing to develop their skills. For example, an American purchasing company offers online courses on topics such as buying for business, purchasing basics, negotiation, and cost analysis. Professional institutes offer certification programs that allow purchasing officers to further enhance their skills and qualifications. To apply for certified U.S. purchasing company purchasing professional qualifications, officials must have a minimum of three years' purchasing experience or degree plus two years of purchase experience. The company also offers certified green purchasing professional qualifications that validate training in environmental procurement and sustainability. For purchasers planning a career in public procurement, the National Institute of Government Purchasing offers a specialized certification program. Program.

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