

# Diversity at Work



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## Executive Action Addressing Gender Pay Gap Signed

President Barack Obama signed an executive action this week that would make it easier for workers of federal contractors to get information about workplace compensation. The order prohibits federal contractors from retaliating against workers who discuss their pay. The order requires the Labor Department to write rules requiring federal contractors to provide compensation data by race and gender.

The Senate is debating broader legislation that would forbid companies from punishing workers who share salary information and would allow punitive and compensatory damages in lawsuits. It also would make it harder for companies to prove that disparities in pay are not gender based and would remove barriers to filing class action lawsuits.



## DIVERSITY LINKS

### Florida Diversity Council

<http://floridadiversitycouncil.org/>

### National Women's Council

<http://www.nationalwomenscouncil.org/>

### Healthcare Diversity Council

<http://www.healthcarediversitycouncil.org/>

### Council for Corporate Responsibility

<http://usccorporateresponsibility.org/>

### LGBTQ Diversity Council

<http://lgbtqcouncil.org/>

Florida Diversity and Leadership Conference

### PRESENTED BY: GPSHRM DIVERSITY COMMITTEE

Questions or comments? Email us at [jwells@accustaff.com](mailto:jwells@accustaff.com) or call 850-477-9915

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## Why Women Don't Ask for More Money

by ASHLEY MILNE-TYTE – For NPR's Planet Money

When Emily Amanatullah was a graduate student studying management, she couldn't help noticing that a lot of the classic advice in the field was aimed more at men than women. Negotiation tactics in particular seemed tougher for women to master. "You realize they're pretty at odds with how women comport themselves and how they're expected to comport themselves," she says. She started to talk to other women and to examine her own behavior. All the women she spoke to said they hated advocating for themselves at work. But they had no trouble speaking up for colleagues.

So Amanatullah, now an assistant professor of management at the University of Texas, devised an experiment. In a simulation, she had men and women negotiate a starting salary for themselves. Then she had them negotiate on behalf of someone else. When the women negotiated for themselves, they asked for an average of \$7,000 less than the men. But when they negotiated on behalf of a friend, they asked for just as much money as the men. Amanatullah says when women advocate for themselves, they have to navigate more than a higher salary: They're managing their reputation, too. Women worry that pushing for more money will damage their image. Research shows they're right to be concerned: Both male and female managers are less likely to want to work with women who negotiate during a job interview.

One person I spoke with for this story lowballed herself so much in a negotiation that the recruiter came back and asked if she was sure she wanted to request so little. She hates negotiating to this day. But Maggie Neale of Stanford Business School says there are ways around this discomfort. For one thing, she says, women can use their ability to fight for others for their own ends. When you're negotiating a raise, she says, think of the other people your salary is supporting so the negotiation doesn't seem like it's all about you. She also recommends that women stop thinking about negotiation as "adversarial, putting on the armor, getting ready to do battle." Instead, she says, think of it as solving a problem.

<http://www.npr.org/blogs/money/2014/04/08/300290240/why-women-dont-ask-for-more-money>

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## 10 Reasons Why Diversity Works

**10. Develop and maintain a positive public image.** Offering services and/or products to diverse communities, your organization will stand out as a leader in your field which can translate into positive media attention.

**9. Avoid discrimination-based legal action.** Recognizing and embracing diversity in the workplace can limit the likelihood of lawsuits alleging discrimination. Lawsuits are expensive in attendant losses in productivity, settlement consequences and a tarnished reputation.

**8. Create a healthier work environment.** Effective diversity management can result in an accommodating and supportive work environment that recognizes the benefits of individual differences.

**7. Innovative problem solving.** Differences among team members contribute a variety of perspectives from different cultural backgrounds, ages, religions, genders and abilities.

**6. Enhanced productivity.** Homogeneous teams are less likely to produce creative, innovative solutions. With a diverse workforce that includes individuals of different ages, genders, sexual orientation, abilities, and cultural backgrounds, will overcome challenges through their wealth of experiences and perspectives.

**5. Save money.** Capitalize on the talents within your workforce and reduce employee turnover by learning to manage and maximize diversity in your workplace.

**4. Support your local community and economy.** Demonstrate your organization's commitment to the local economy by hiring men and women of different ethnicities of various ages and with varying abilities, from within your local community.

**3. Develop and maintain a global competitive advantage.** Cross-culturally trained and multi-lingual staff will give your business a clear advantage to operate in today's global market.

**2. Decrease or eliminate barriers to sales.** A diverse workforce has expert knowledge of the communities it represents and can help your organization expand beyond traditional markets and customers.

**1. Fill job vacancies.** Hiring from diverse groups can help you avoid a labor shortage by creating a larger pool of candidates from which to draw.

Articles: <http://www.yourdiversityatwork.com/diversity/>  
<http://ucsfhr.ucsf.edu/index.php/pubs/hrguidearticle/chapter-12-managing-diversity-in-the-workplace/#681>

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### Florida Diversity and Leadership Conference

<http://www.floridadiversityconference.com/>

### Diversity Recruiting Consortium

<http://www.diversityrecruitconsortium.com/>

## UPCOMING DIVERSITY EVENTS

### 2014 Corporate Responsibility Summit



The Council for [Corporate Responsibility](#) hosts the 2014 Inaugural Florida Corporate Responsibility Summit, tailored to the audience of Florida companies, corporations, and organizations invested in the Corporate Responsibility efforts of their organizations. Together, we explore the ever-changing challenges and corresponding solutions to driving sustainability through good corporate citizenship. More information on the venue, the speakers and panelists, and who should consider attending the event can be found below.

For additional information about the Summit, please contact the South Florida Coordinator, Ameerah Mukayed, at [ameerah.mukayed@floridadiversitycouncil.org](mailto:ameerah.mukayed@floridadiversitycouncil.org), or the Event Chair, Agatha Caraballo, at [acarabal@fiu.edu](mailto:acarabal@fiu.edu).

### **2<sup>nd</sup> Annual Florida Corporate Responsibility Summit** **"The New face of CSR: Purpose, People, and Profits"**

**Date:**  
Friday, August 22, 2014

**Time:**  
8:30 a.m. – 3 p.m.

**Location:**  
Florida International University MARC Pavillion  
11200 SW 8<sup>th</sup> Street Miami, FL 33199

**Registration**  
**Individual Registration- \$89**