

# Diversity training manual part 2

[Business](#), [Human Resources](#)



Diversity Training Manual Part 2 Task Historical Issues of Different Races in the Workplace, and How to Handle Them Diversity in workforce is now a common phenomenon that the Human Resource managers have to deal with in modern day corporations. For instance, the labor market of the United States is currently experiencing a dramatic increase in the percentage of the Hispanic workforce. This is majorly due to the numerous Mexicans immigrating into the US in search of jobs. This may create certain form of tension in the labor market, and particularly within various corporations operating in the United States. The future demographic trends of the country, based on the populations' demographic changes, indicate that different races are likely to be in the workforce in the future. As such, HR managers should be ready to handle and manage a diverse workforce composed of persons from different cultural, as well as racial backgrounds. There is bound to be tensions and conflicts arising from their differences when people from different races and cultural backgrounds converge at one place for a common goal, such as at a workplace. For instance, the racial differences may lead to creation of classes and social status among the workers, even for those in the same level in the organizational structure. The whites tend to look down upon other races, especially the Africans, as inferior. As such, some of these whites will blatantly discriminate against the blacks, as well as those from different races unlike theirs, for feeling superior and more deserving of better job opportunities than the rest. Such cases are particularly rampant in companies incorporated and owned by the whites who are acute racists. These whites carry on modern day slavery by overworking the blacks, and workers from other races who are their juniors

or of an inferior race (Jackson, 1992).

Discrimination or victimization of any kind against racial, as well as cultural backgrounds is wrong. As such, this should not occur in any organization.

This creates tensions and a poor working environment that hampers productivity and efficiency within the organization. Instead of the workers doing their work diligently, cooperating with one another, and coordinating organization activities in order to meet the specific objectives of the

organization, they spent most of their time fighting amongst one another. This leads to a grave wastage of important person-hours for the company in

which it would be undertaking production activities. Furthermore, if the management of the organization do not active measures to bring this situation under control, then the company risks falling into workers violence, whereby workers from different races gang up to fight those from another race instead of working.

It is the duty of HR managers to ensure that such tensions do not occur within the organization. They should come up with measures to address diversity issues within the company, and make an effort to capture the inner spirit of each employee in the organization. The company should treat all employees equally in spite of their races or cultural backgrounds. Promotions should be based on merit rather than races. Discrimination and victimization of workers according to racial backgrounds should not occur. This will enable employees to embrace diversity within the organization, treat each other as equals despite their color differences, and steer the organization to success through combined productivity and cooperation (Jackson, 1992).

References

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Jackson, S. (1992). *Diversity in the Workplace: Human Resources Initiatives*.  
New York: Guilford Press.