

What Makes Diversity Programs Work?

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Creating a Competitive Edge through Diversity

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Data and Methods

EEO-1 workforce reports, 30+ years

All private employers with 100+ workers

Race, ethnicity, gender, occupation

Retrospective survey of 829 workplaces

History of employment practices

Labor market controls

Analysis: How innovations affect management

Change in management composition

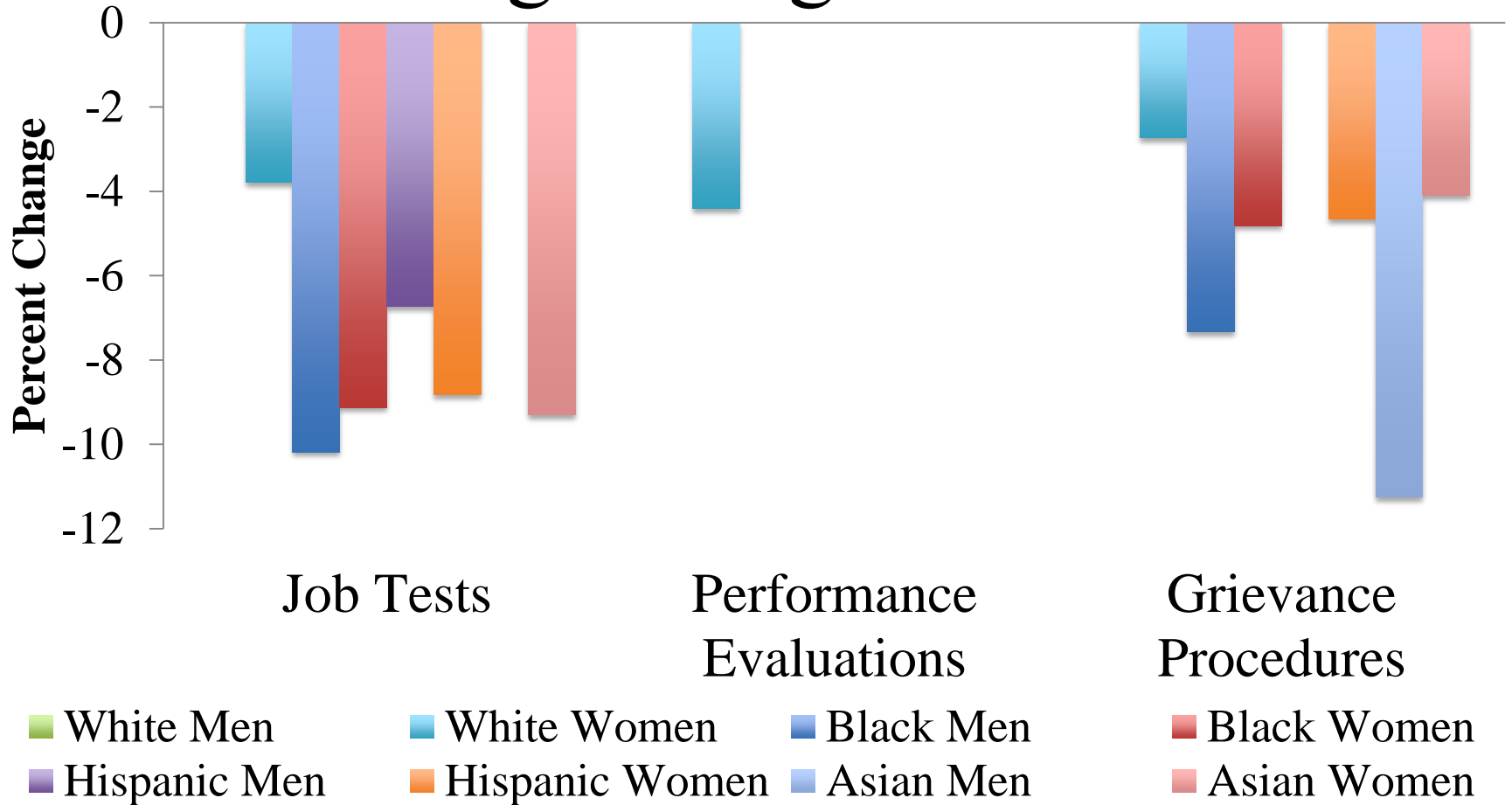
Percent change in group over 5 years

Control

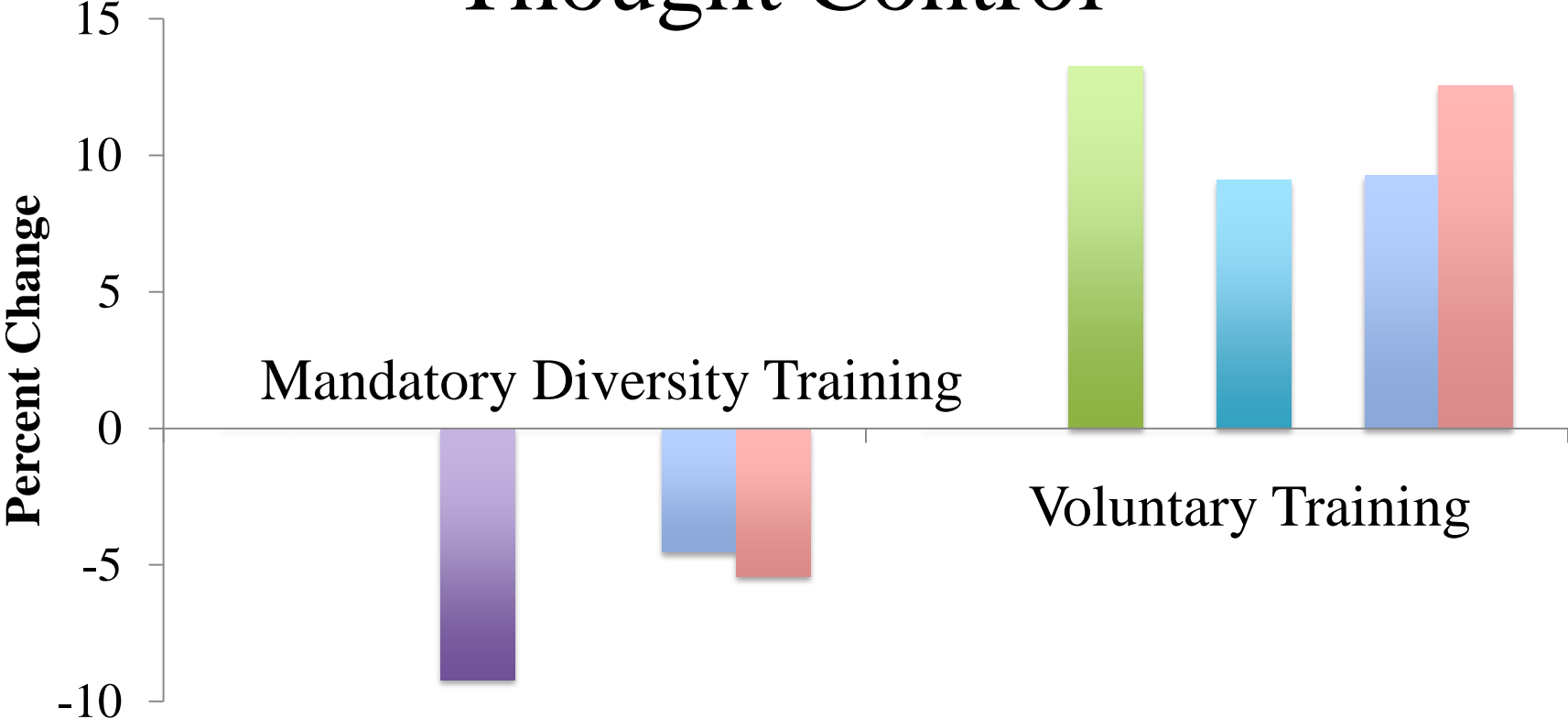
Self-Determination Theory

Job Autonomy Theory

Controlling Managers' Decisions

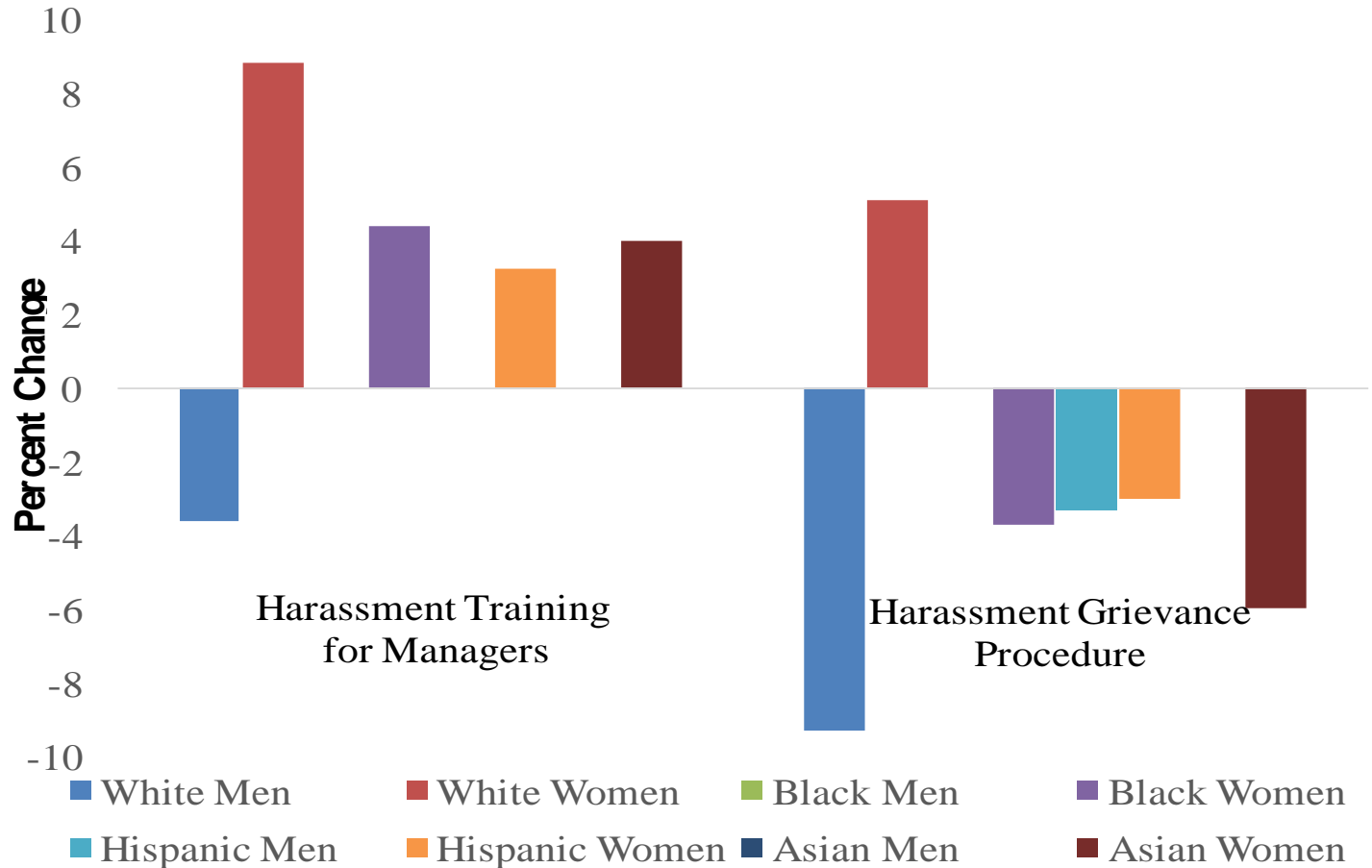


Thought Control



- White Men
- White Women
- Black Men
- Black Women
- Hispanic Men
- Hispanic Women
- Asian Men
- Asian Women

Controlling Harassment

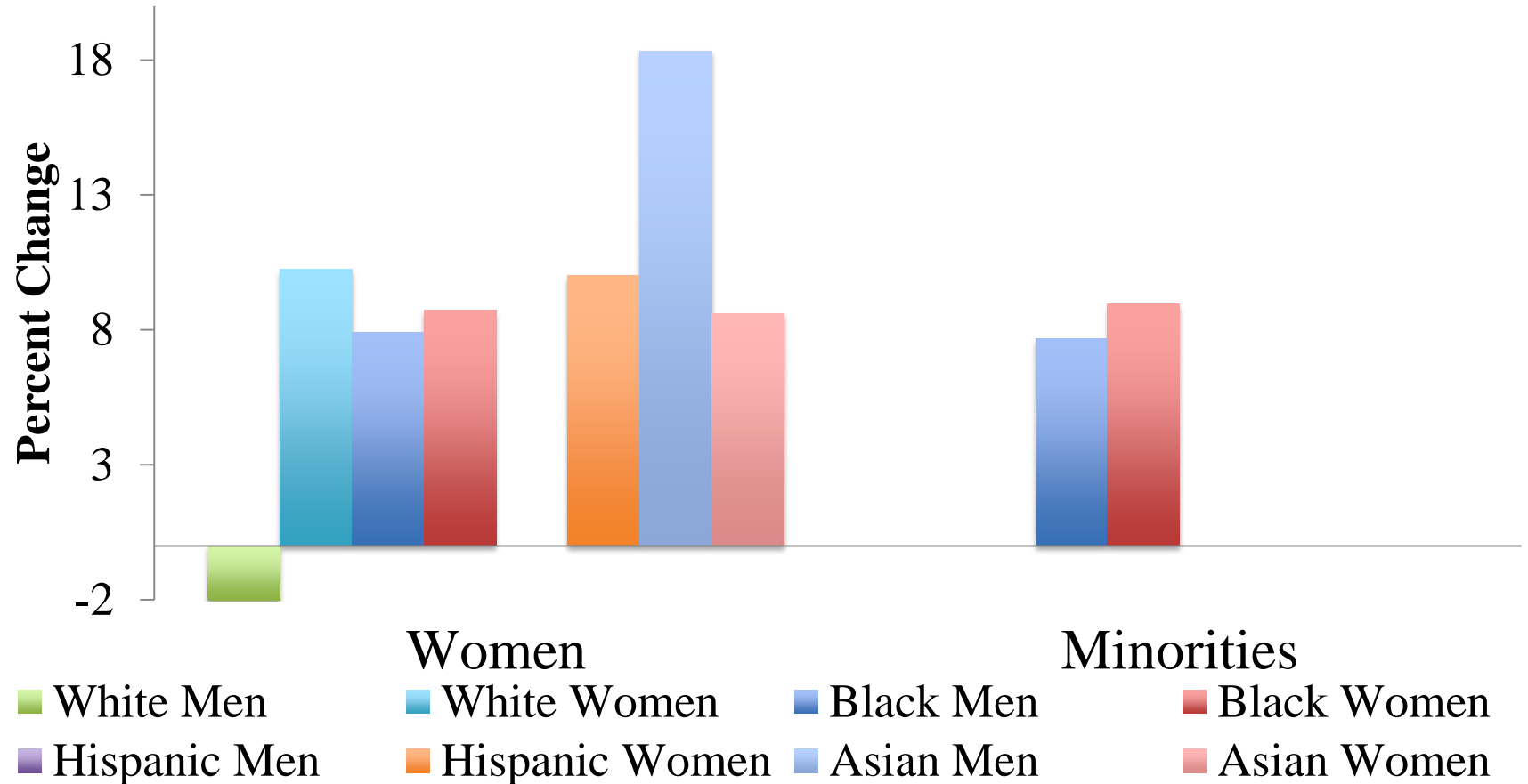


Engagement

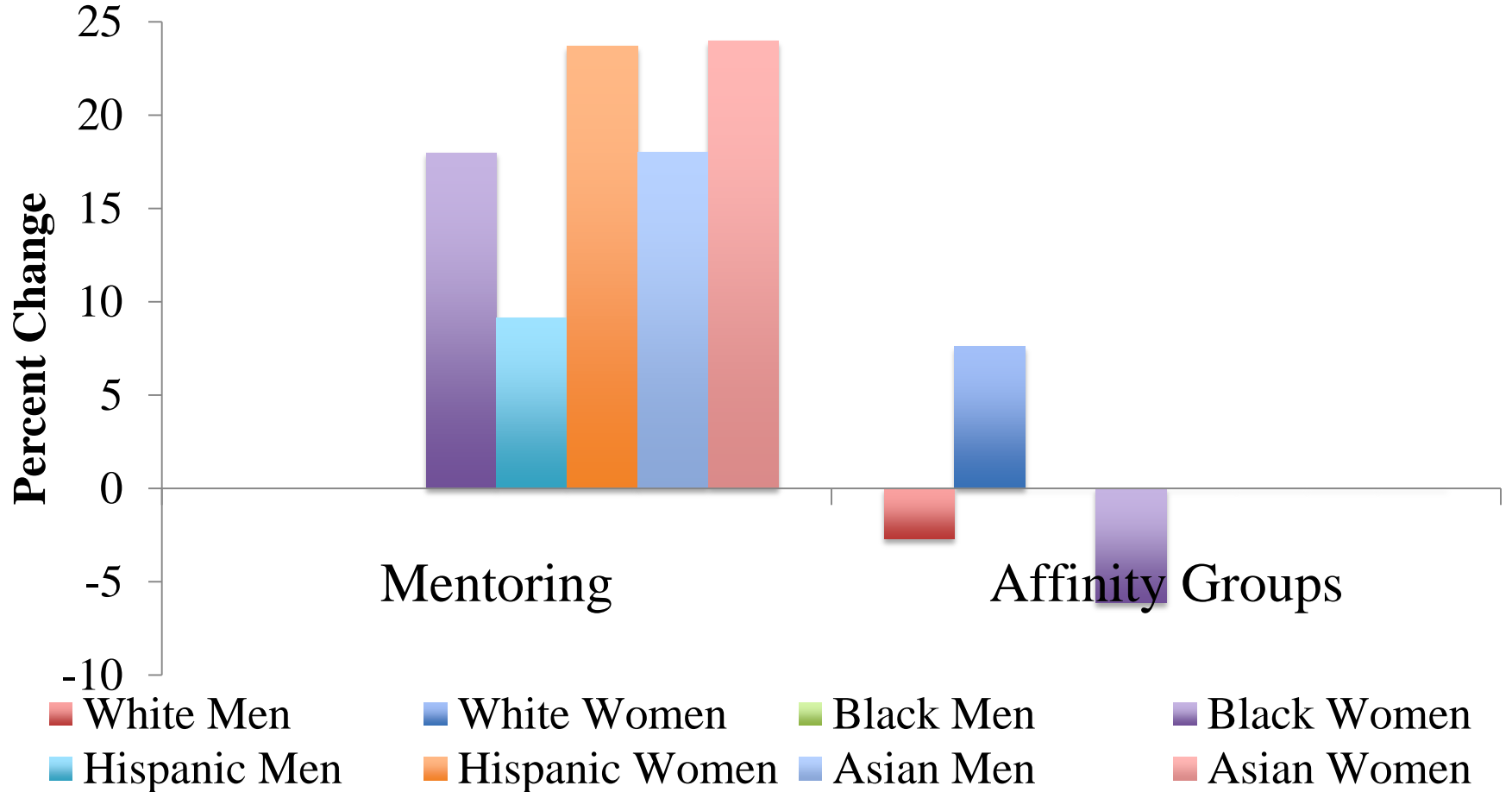
Cognitive Dissonance Theory

Responsibility Theory

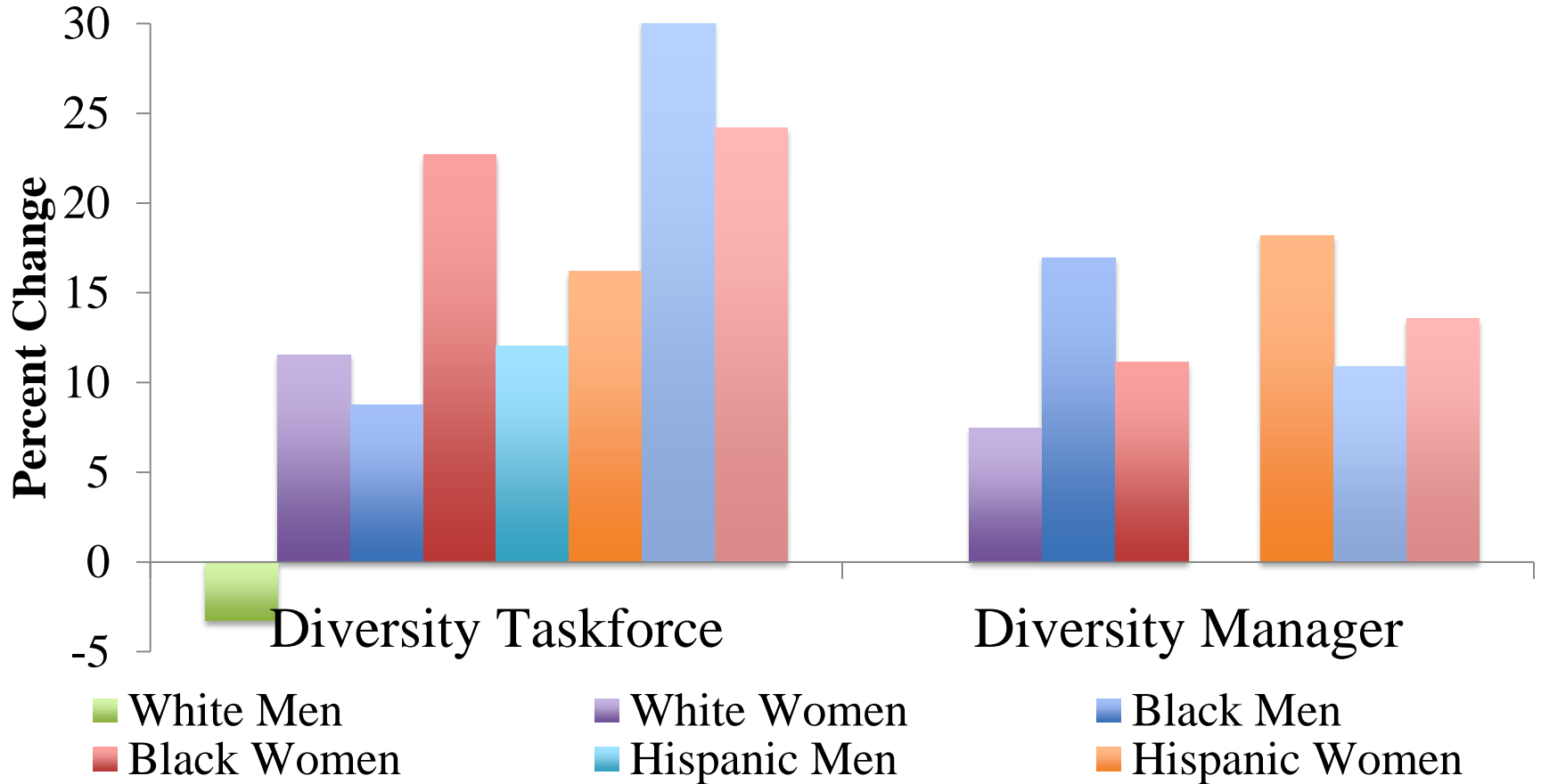
Special College Recruitment



Mentoring & Affinity Groups



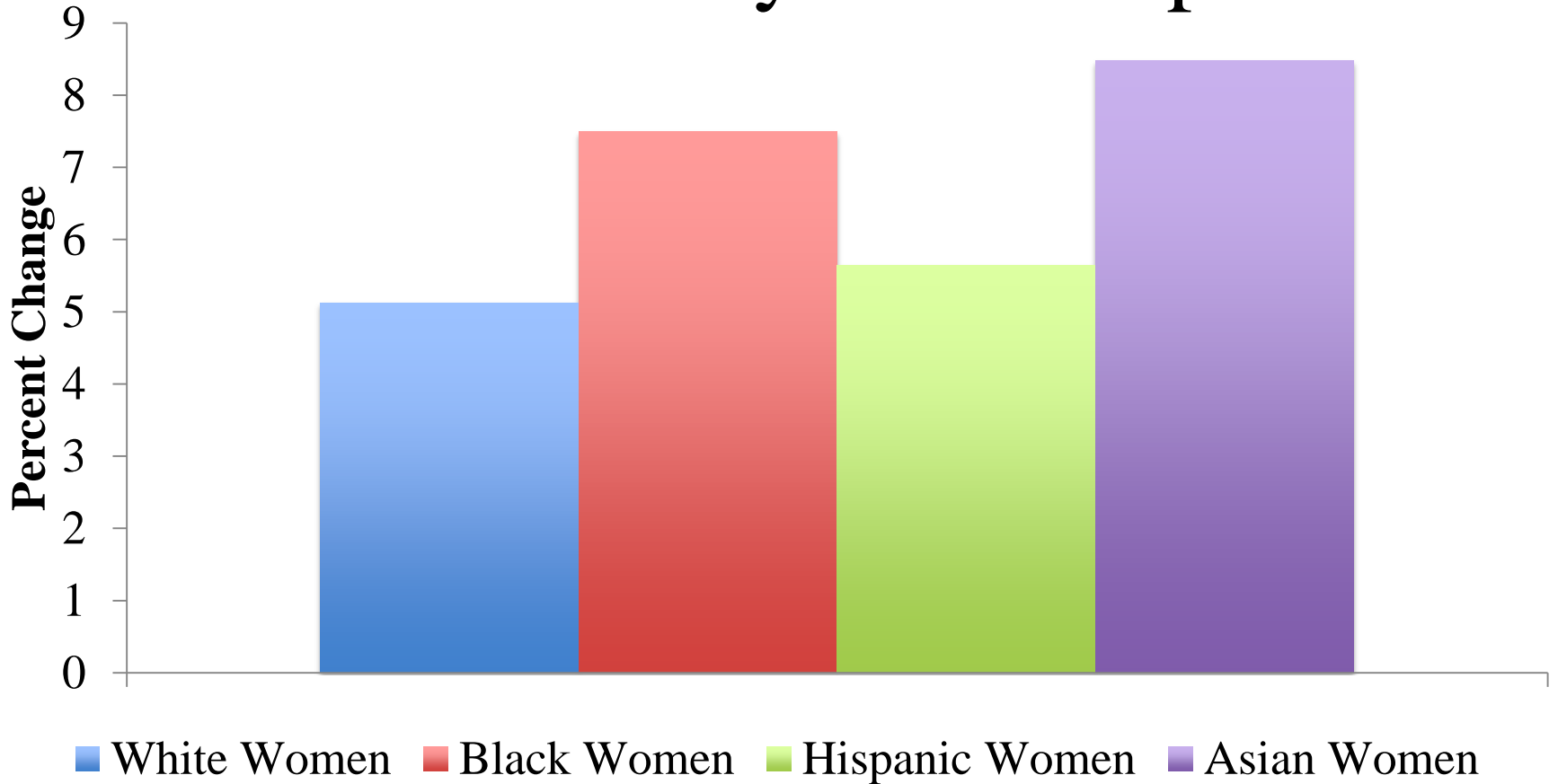
Taskforces and Diversity Managers



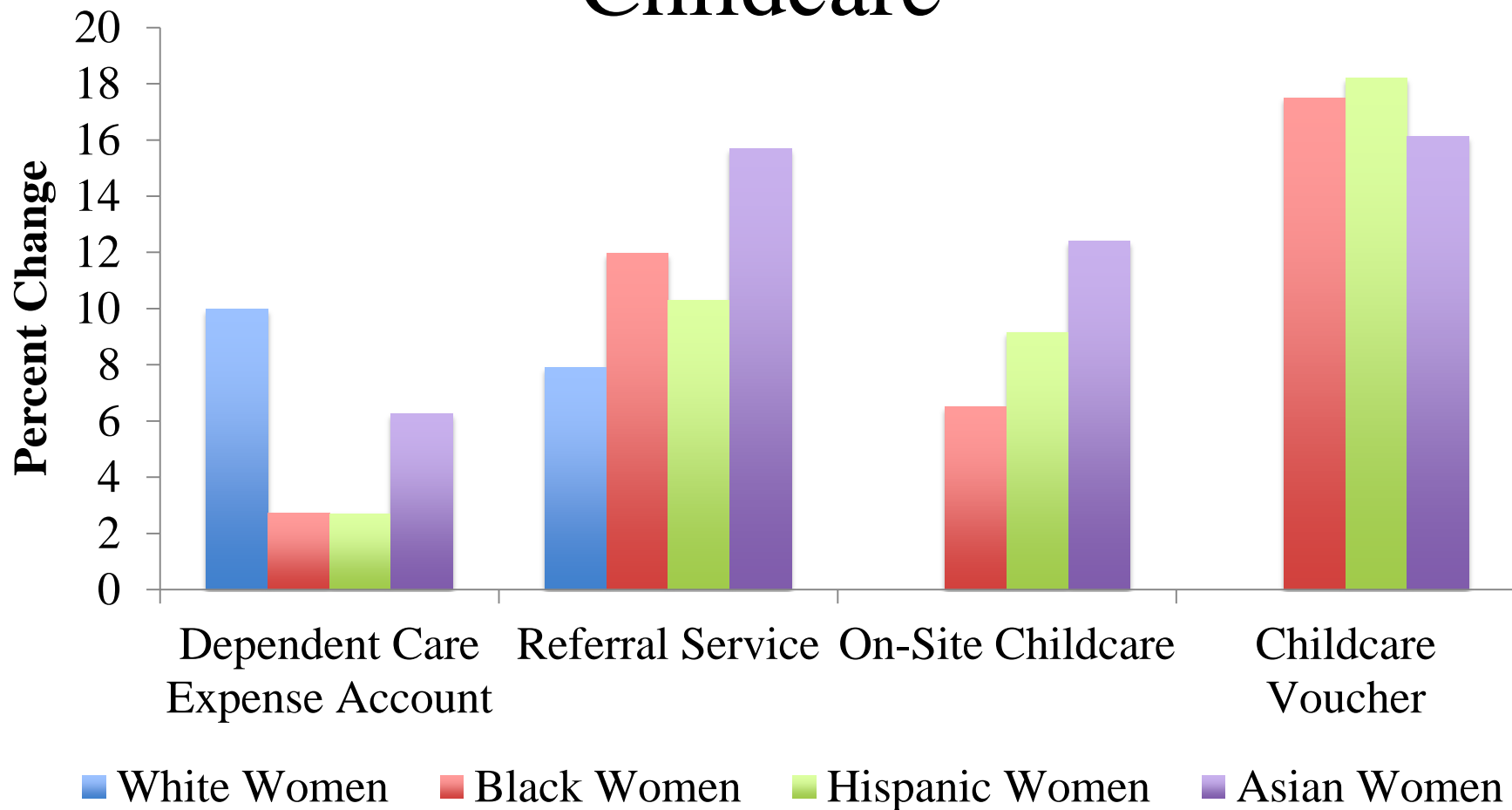
Work-Life Integration

Ideal Worker Theory

Work-Family Workshops



Childcare



Conclusion

- Control
- Engagement
- Work-Life Integration

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