

Process for building affirmative plan for equal opportunity

This slide presents process for building affirmative action program, helpful in following strategic approach for inclusivity and diversity in organization. It includes conducting workforce analysis, establishing goals, implementing development and monitoring progress.



1. Conduct workforce analysis

- Conduct thorough analysis with review of workforce demographics, hiring and promotion patterns
- Gain idea on needs and requirements
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2. Establish goals and objectives

- Establish specific, measurable goals and objectives program tied to organization's diversity
- Address areas of underrepresentation or barriers to diversity
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3. Develop recruitment plan

- Make efforts aimed at increasing pool of diverse candidates for employment
- Include targeted outreach to underrepresented groups and partnerships with community organizations



4. Implement training and development

- Provide training and development opportunities aimed at promoting diversity, equity, and inclusion (DEI) in the workplace
- Include workshops on unconscious bias and inclusion training
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5. Monitor and evaluate progress

- Establish metrics and regularly monitor progress for identifying improvement scope
- Evaluate impact of program on overall work environment
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Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers

Nancy Holmstrom



Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers:

Building Equal Opportunity Laurie W. LeBreton, Sara S. Loevy, Lauren Sugerman, 1998-05 **Building Equal Opportunity** Laurie Wessman LeBreton, 1995 **The Socialist Feminist Project** Nancy Holmstrom, 2002-08 Socialist feminist theorizing is flourishing today This collection is intended to show its strengths and resources and convey a sense of it as an ongoing project with a vital role to play in struggles for emancipation from all forms of oppression and exploitation today Not every contribution to that project bears the same theoretical label but the writings collected here share a broad aim of understanding women s subordination in a way which integrates class and sex as well as aspects of women s identity such as race ethnicity and sexual orientation with the aim of liberating women Socialist Feminism brings together the most important recent socialist feminist writings on a wide range of topics sex and reproduction the family wage labor social welfare and public policy the place of sex and gender in politics and the philosophical foundations of socialist feminism Although focusing on recent writings the collection shows how these build on a struggle for women s liberation with earlier beginnings These writings demonstrate the range depth and vitality of contemporary social feminist debates They also testify to the distinctive capacity of this project to address issues in a way that embraces collective experience and action while at the same time enabling each person to speak in their own personal voice *Breaking Out of the Pink-Collar Ghetto* Sharon H. Mastracci, 2016-07-22 Widely interdisciplinary in appeal this book reports on the successes of innovative training opportunities for non college women who end up in low paying low mobility pink collar jobs The author examines the relative effectiveness of various programs in helping these women gain access to high wage high mobility employment opportunities The analysis includes case studies of grant funded projects as well as in depth statistical analysis using ten years of data on women throughout the United States These types of education and training options are in tremendous demand and the author finds that they are having a powerful impact on the job prospects of non college women As an integral part of her study she spells out what kinds of programs have proven most and least effective *Breaking Out of the Pink Collar Ghetto* addresses vital issues concerning the effects of gender segregation in career counseling and employment and training policy It provides much needed guidance on employment and training services delivery The book has wide application for students as well as professionals in the fields of public policy and public administration educational counseling and vocational education labor economics and women s studies **Women in Construction** Linda Clarke, 2004 **No Permanent Waves** Nancy A. Hewitt, 2010-02-16 *No Permanent Waves* boldly enters the ongoing debates over the utility of the wave metaphor for capturing the complex history of women s rights by offering fresh perspectives on the diverse movements that comprise U S feminism past and present Seventeen essays both original and reprinted address continuities conflicts and transformations among women s movements in the United States from the early nineteenth century through today A respected group of contributors from diverse generations and backgrounds argue for new chronologies more inclusive

conceptualizations of feminist agendas and participants and fuller engagements with contestations around particular issues and practices Race class and sexuality are explored within histories of women s rights and feminism as well as the cultural and intellectual currents and social and political priorities that marked movements for women s advancement and liberation These essays question whether the concept of waves surging and receding can fully capture the complexities of U S

feminisms and suggest models for reimagining these histories from radio waves to hip hop **Diverse Working Class**

Women in Skilled Trades Occupations Lynn Judith Shaw,2001 Occupational segregation for women entering the skilled trades through union apprenticeship programs continues today While professional women such as lawyers and doctors are increasing their percentages in formerly nontraditional jobs tradeswomen represent only 2% of the total skilled workers This is the identical percentage of women that first entered the skilled trades in 1978 The purpose of this study was to hear the voices of diverse working class women and men who work in the construction industry Their own experiences and strategies for success were examined to develop a model for success for women entering apprenticeship programs Women working in the skilled trades N 141 completed a survey which investigated the social and structural constructs of their experiences as well as race discrimination sex discrimination and sexual harassment on the job in the apprenticeship classroom and in the union Additionally two focus groups were conducted one of tradesmen N 5 and one of tradeswomen N 6 Both quantitative and qualitative narrative methodologies were used Groupings compared included women of color to white women queer women to straight women feminists to non feminists and older women to younger women Results indicate that successful tradeswomen developed a complex set of survival strategies or skills for success These strategies primarily revolved around seeking support from other tradeswomen and learning to persevere despite obstacles The model for success for women in apprenticeship developed in this study contains six progressive stages initial knowledge application process probationary period middle completion and leadership advocacy Focus group results indicate that women and men who are successful in the skilled trades consider themselves a part of the family of labor The men identified concerns are with job safety and the opportunity to do high quality work Women as a group identified as their concerns access and acceptance in the skilled trades The study also provides a model to create action research for women s success in apprenticeship in nontraditional employment Hearings, Reports and Prints of the House Committee on Education and Labor United States. Congress.

House. Committee on Education and Labor,1974 *Daily Labor Report* ,1996 Manpower Research Projects United States. Department of Labor. Manpower Administration,1974

African American Urban History since World War II

Kenneth L. Kusmer,Joe W. Trotter,2009-08-01 Historians have devoted surprisingly little attention to African American urban history ofthe postwar period especially compared with earlier decades Correcting this imbalance African American Urban History since World War II features an exciting mix of seasoned scholars and fresh new voices whose combined efforts provide the first comprehensive assessment of this important subject The first of this volume s five groundbreaking sections

focuses on black migration and Latino immigration examining tensions and alliances that emerged between African Americans and other groups Exploring the challenges of residential segregation and deindustrialization later sections tackle such topics as the real estate industry s discriminatory practices the movement of middle class blacks to the suburbs and the influence of black urban activists on national employment and social welfare policies Another group of contributors examines these themes through the lens of gender chronicling deindustrialization s disproportionate impact on women and women s leading roles in movements for social change Concluding with a set of essays on black culture and consumption this volume fully realizes its goal of linking local transformations with the national and global processes that affect urban class and race relations

For Jobs and Freedom Robert H. Zieger, 2007-10-26 Work has always been central to the African American experience Whether as slaves or freedmen African Americans have struggled to gain economic opportunity For Jobs and Freedom Race and Labor in America since 1865 analyzes the position of African American workers in the U S economy and social order over the past century and a half This comprehensive study focuses on black workers efforts to gain equal rights in the workplace and deals extensively with organized labor s complex and tumultuous relationship with African Americans Highlighting the problems and opportunities that have characterized efforts to build biracial unions and forge a strong labor civil rights political coalition it is an authoritative treatment on the subject of race and labor in modern America Code of Federal Regulations , 1977 Special edition of the Federal register Subject agency index for rules codified in the Code of Federal Regulations revised as of Jan 1 *Congressional Record* United States. Congress, 1968 **Minutes of the Meeting** Association of Research Libraries, 1973 V 52 includes the proceedings of the conference on the Farmington Plan 1959 *Forthcoming Books* Rose Arny, 1998-06 *Oversight Hearings on Federal Enforcement of Equal Employment Opportunity Laws* United States. Congress. House. Committee on Education and Labor. Subcommittee on Equal Opportunities, 1975 The Philadelphia Plan, Congressional Oversight of Administrative Agencies (the Department of Labor) United States. Congress. Senate. Committee on the Judiciary, 1970 *Clearinghouse Review* , 1994 *The United States Air Force JAG Law Review* , 1972

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Table of Contents Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers

1. Understanding the eBook Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - The Rise of Digital Reading Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Advantages of eBooks Over Traditional Books
2. Identifying Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Personalized Recommendations
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers User Reviews and Ratings

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- Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers and Bestseller Lists
- 5. Accessing Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers Free and Paid eBooks
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers Public Domain eBooks
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers eBook Subscription Services
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers Budget-Friendly Options
- 6. Navigating Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers eBook Formats
 - ePub, PDF, MOBI, and More
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers Compatibility with Devices
 - Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Highlighting and Note-Taking Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Interactive Elements Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
- 8. Staying Engaged with Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
- 9. Balancing eBooks and Physical Books Building Equal Opportunity Six Affirmative Action Programs For Women

Construction Workers

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers

- Setting Reading Goals Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers

- Fact-Checking eBook Content of Building Equal Opportunity Six Affirmative Action Programs For Women Construction Workers
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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