



Equal Employment Opportunity

Newsletter-Equality is OK!

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SPECIAL POINTS OF INTEREST:

- **The multigenerational office produces conflict—it has to—but conflict handled properly, produces invaluable lessons that contribute to an inclusive and productive workplace absent of discrimination when we take time to understand and appreciate who we are.**

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The Multigenerational Office

Working age Americans fall into one of four main generations. A generation is defined as an identifiable group that shares birth years, age, location, and significant emotional events at critical developmental stages, divided by five to seven years into: the first wave, core group, and last wave. Shared events influence and define each generation and while individuals in different generations are diverse, they nevertheless share certain thoughts, values, and behaviors because of the shared events. Furthermore, these values, reactions, and behaviors presumably differ across generations. (Anick Tolbize, Research & Training Center on Community Living, University of Minnesota, 2008)

Generational difference is but

one aspect of diversity, but it is vastly important because understanding it helps to eliminate workplace conflict. I attended a college ROTC function at the local VFW while in college. I struck up wonderful conversation with a very colorful, witty, and proud World War II veteran. She was a gem. I introduced her to a friend who made the mistake to remain sitting during the introduction. The proud WWII veteran loudly snapped, “stand at

attention when I am addressing you!” The large room became silent. My friend meekly stood and took the hand she offered in greeting. There was no mistaking her expectation of the younger generation. I suspect my friend stood thereafter when greeting his elders—at work and at play.

Four generations is incredible, BUT, are you prepared for five generations in the workplace? Read on.



Old School Formality AND New School Ease

Unprofessional, Uncivil and Somewhat Boorish

Unprofessional. An appeals court handed bad news to an employee agreeing with the lower court that her claims did not add up to race or sex discrimination (Brooks v. Grundmann (2014)), the appeals court upheld in favor of the agency opining that it takes something much worse than “the ordinary tribulations of the workplace,” to make out a case of hostile environment discrimination: “we conclude that, while the supervi-

sors’ actions may have been unprofessional, uncivil and somewhat boorish, they did not constitute an adequate factual basis for the Title VII claims presented.

Boorish. In Oncale v. Sundowner Offshore Services, Inc. (1998), the Supreme Court found that the employment discrimination laws enforced by the Equal Employment Opportunity Commission (EEOC) are not to

be used as a “general civility code.”

Civility. EEO law, according to the court and EEOC, is not intended to mandate courteous behavior in the workplace. The EEOC stated: “Federal law does not prohibit simple teasing, off hand comments, or isolated incidents that are not extremely serious.” In other words: “The antidiscrimination statutes are not a ‘general civility Code.’”

Introducing Five Generations



Greatest Generation



Baby Boomer



Generation X



Millennial



Generation 2020

Today employers are dealing with four generations in the workplace, but by 2020 there will be five generations, and each will bring its own values and beliefs and a different lens to the workplace.

The graphic on page 3 from the Bureau of Labor Statistics projects that by the year 2020 there will be five generations in the workplace, with Millennials comprising more than 50 percent of the workforce.

With these projected demo-

graphics, organizations will need to create new strategies to motivate, communicate with, develop and engage members of each generation. Thus, understanding generational needs, expectations, and demands will be crucial to creating harmonies and productive working environments where everyone is respected for their diversity: the variety of backgrounds, styles, perspectives, characteristics, values, beliefs and qualities including age, gender, culture, disabil-

ity, economic, education, ethnicity, language, physical appearance, race and religion.

Developing an understanding of each demographic is key to mitigating conflict that is inevitable in the diverse workplace. Understanding sometimes begins with a coffee or a walk.



“People resemble their times more than they resemble their parents.”

-Arab proverb

Generation	Major Influence	Broad traits	Defining Invention
<i>Traditionalist (1925-45)</i> Major Trait: Loyalty Age: 68-88 yrs	WWII, Cold War, Korean War, Rise of Suburbs	Sacrifice, Loyalty, Discipline, Respect of Authority	Fax Machine
<i>Baby Boomers (1946-64)</i> Major Trait: Competition Age: 49-67 yrs	Watergate, Women’s Rights, Woodstock, JFK Assassination	Competitive, Sandwiched Generation, Hard Work, Long Hours	Personal Computer
<i>Generation X (1965-80)</i> Major Trait: Self-Reliance Age: 33-48 yrs	MTV, AIDS, Gulf War, 1987 Stock Market Crash, Berlin Wall	Eclecticism, Self-Reliant, Free Agents, Work/Life Balance, Independence	Mobile Phone
<i>Millennials (1981-2000)</i> Major Trait: Immediacy Age: 13-32 yrs	Google, Facebook, 9/11, Election of Barack Obama	Community Service, Cyberliteracy, Tolerance, Diversity Confidence	Google, Facebook
<i>Generation 2020 (2001-)</i> Major Trait: Hyper-connectedness Age: 12-	Social Games, Iraq War, Great Recession	Mobility, Media Savvy, Life Online Starting in Preschool, Reading Books on e-readers	iPhone Apps

The Generations at Work

Each generation brings a different lens to the workplace. They have differing expectations for how they want to work, learn, and communicate. These generational lenses will impact—indeed, are impacting—the employer-employee relationship. Five findings from “The Generations @ Work” research reveal how these preferences and expectations will play out in the future.

1. Traditionalist and Baby Boomers are as likely to be web contributors as Millennials

are.

2. Baby Boomers and Generation X look for a work life/home life balance, while Millennials see “work as part of life, not separate from it.”

3. Millennials and Generation X place a high importance on working for a company that develops both their career and life skills.

4. Millennials are likely to select an employer based on the ability to access the latest tools

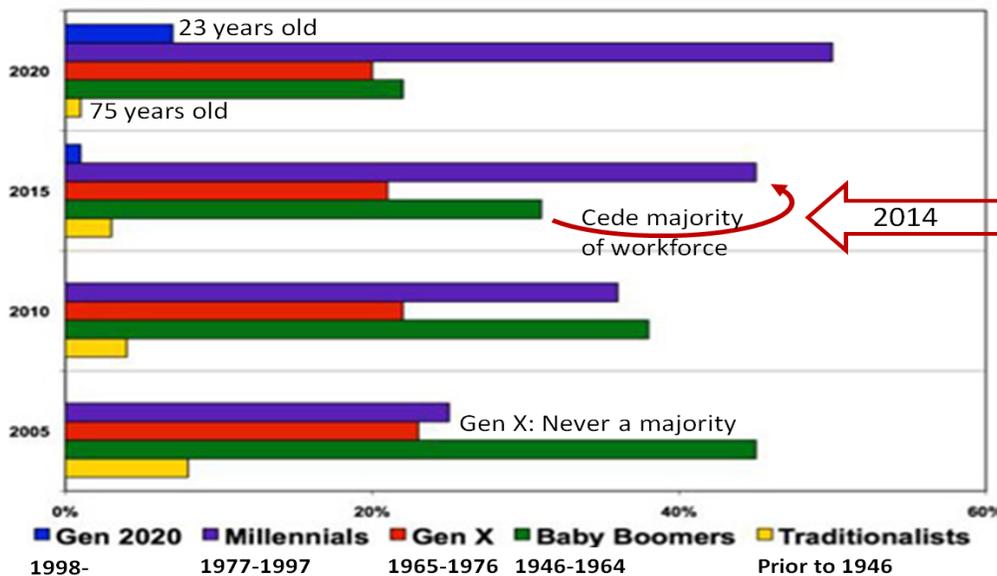
and technologies at work.

5. Both Traditionalists and Baby Boomers place high importance on a manager who understands age diversity in the workplace.

*All generational information is generously allowed by Ms. Jeanne C. Meister coauthor of *The 2020 Workplace*, 2010, HarperCollins publishers.

Five Generations in the Workforce

Demographic Shifts through 2020



Once personal needs, expectations and desires of the generations are recognized and addressed, the next hurdle is how to best communicate with each generation in the workplace. Stayed tuned for this in FY15 EEO Newsletters.

The Rule of Law & Civil Rights: A Millennial’s Perspective

In June of 2010, Ashby Jones of the Wall Street Journal asked “Does the ‘Rule of Law’ Even Exist in the U.S. Anymore?” after reviewing George Washington law professor Jonathan Turley’s comments that “It is politics, not the law, that appears to drive outcomes—a self-destructive trend for a nation supposedly defined by the rule of law.” Ms. Kristian Cardenas, a Lawton HS senior, whose essay on the rule of law was honored with second place title in a state level Oklahoma Bar Association contest, also asked “Does the rule of law still exist with today’s

modern issues?” In her essay, Ms. Cardenas observed the discriminatory nuances of Arizona’s 2010 Support Our Law Enforcement and Safe Neighborhoods Act which in many American’s opinion constitutes “racial profiling” of Hispanics. In her opinion, the “law is a direct violation of my rights which are guaranteed by the rule of law.” The Arizona law and undesirable consequences helped her see more clearly the problems that led to the Civil Rights Movement of the 50s and 60s before the passage of the Civil Rights Act of 1964

whose 50th anniversary we herald this year. It was “surreal” to her “that African Americans suffered” under “cruel Jim Crow Laws, which promoted the idea of ‘separate but equal’ conditions and legalized racial segregation.” She questions whether the rule of law still exists in today’s modern issues dealing with statutorily protected equality rights categories that support “unalienable rights of Life, Liberty and the pursuit of Happiness.” Her question basically tells us that the fight (Con’t on page 4)

USAG FORT SILL EEO



Congratulations to Mr. Efrain Robles Molina, EEO Specialist, on his selection as Fort Sill Civilian of the Year for his design and implementation of the online Reasonable Accommodation website.



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MISSION

Manage the civilian Equal Employment Opportunity (EEO) program, ensuring a workplace environment that is free of illegal discrimination and fosters equality and opportunity for everyone.

VISION STATEMENT

The installation leadership is committed to respect, fairness, and equality for all civilian employees by ensuring a professional work environment free from unlawful discrimination. Equal Employment Opportunity is provided to all qualified persons. Discrimination based on an individual's race, color, religion, gender, national origin, age (40 and above), mental and physical disabilities, reprisal for participating in a protected activity and genetic information is unlawful.

**Have an EEO question? Access via EEO website.
<http://sill-www.army.mil/USAG/eeo/index.html>**

A Millennial's Perspective Con't

for equal rights continues with her and her generation. A short excerpt of her winning essay on equality and the rule of law follows.

"Growing up as a Mexican American, I am constantly reminded of how fortunate I am to live in a country that protects my rights. One of the main reasons my rights are protected is because of the rule of law. The rule of law holds government and individuals accountable and protects fundamental rights based on fairness, justice, and morality. In spite of the rule of law, however, there have been times when I have felt unsafe.

During the Civil Rights Era, protest and freedom of speech played a huge role on the journey to the Civil Rights Act of 1964. Dr. [Martin Luther] King was trying to show how a rule of law is intended to protect all people regardless of race and color. After protest after protest, movement after movement, and speech after speech, Congress finally passed the Civil Rights Act of 1964, which protected the rights of every ethnicity, religion, and sex as well as ending segregation.

The rule of law has always been important and is being tested in today's world. It is the purpose, as well as the duty, for the rule of law to protect individual liberties. Being an Army brat who has always been around people of different cultures and the daughter of a liberal woman who believes in equal opportunity for all, I was raised never to judge people by their appearance, culture, religion, and sexual orientation.

I believe in many cases [the rule of law] does [exist]. For example, this week a judge ruled that the NSA is violating the Constitution by collecting data on the telephone calls of millions of Americans in an effort to protect the United States from terrorist. However, in doing

so, they are taking away the people's right to privacy. Again, the rule of law is being tested, and as long as actions by the government or by individuals are judged according to the law, the rule of law will resist. As Dwight D. Eisenhower once said, 'The clearest way to show what the rule of law means to us in everyday life is to recall what has happened when there is no rule of law.'"

(Kristian is RACH Commander COL Joel J. Cardenas' daughter)

The Millennials are Coming!

