

# Chapter 16 Culture and Diversity in Business

## Section 16.2 Diversity in the Workplace

### Section Summary with Key Terms and Academic Vocabulary

**Diversity in the Workplace** Companies tend to thrive when they have diversity. Diversity is a variety of employees with different backgrounds and identities. People can be diverse in many ways, including age, gender, ethnicity, skills, work habits, and approaches to tasks. The U.S. population has become more ethnically diverse and is getting older and living longer. These changes affect business. Diversity in the workplace helps a company better understand and serve diverse markets. Human resources managers oversee diversity. They seek ways to make companies more inclusive by hiring different types of people. They also make sure their companies follow employment laws.

#### Key Terms \_\_\_\_\_

**diversity** A variety of employees with different backgrounds and identities

**stereotype** To identify a person by a single trait or as a member of a certain group rather than as an individual

**baby boom generation** Persons born in the United States between 1946 and 1964

**discrimination** Unfair treatment of a person or group, usually because of prejudice about race, ethnicity, age, religion, or gender

**ageism** Discrimination based on age

#### Academic Vocabulary \_\_\_\_\_

**diverse** Differing from one another

**assignment** A specified task

**prohibit** Forbid by authority

**accommodation** The provision of what is needed; adaptation or adjustment