



FORT KNOX EQUAL EMPLOYMENT OPPORTUNITY 4th QTR FY19



Diversity in the Workplace: Very Beneficial

What is diversity in the workplace and why is it beneficial?

Diversity in the workplace means that an organization consists of a wide range of diverse individuals with different characteristics and backgrounds. Diversity in the workplace means that an organization's workforce includes people of varying gender, age, religion, race, ethnicity, cultural background, sexual orientation, religion, languages, education, abilities, etc.

Workplace diversity is now something most organizations strive to achieve. Why is that? Is it just about improving a organization's reputation and promoting inclusion at the workplace?

While your organization's reputation and workplace inclusion are definitely important goals worth pursuing, workplace diversity has many other immediate and tangible benefits related directly to your organization's mission. Thus, workplace diversity is not just a politically correct fad - it is a serious competitive advantage. Organizations with a more diverse workplace outperform other organizations!

Here are the top eight benefits of workplace diversity:

1. A variety of different perspectives- this is highly beneficial when it comes to planning and executing the organization's mission
2. Increased creativity- employees from different backgrounds create new and different ideas
3. Higher innovation- according to Josh Bersin's research, inclusive organizations are 1.7 times more likely to be innovation leaders
4. Faster problem-solving- Harvard Business Review found that diverse teams are able to solve problems faster than cognitively similar people
5. Better decision making- when diverse employees come together they come up with more solutions, which leads to more informed and improved decision making process and results
6. Higher employee engagement- when employees feel included they care more
7. Reduced employee turnover- diversity and inclusion in the workplace cause all employees to feel accepted and valued making them happier and wanting to be there
8. Better organization reputation- organizations who are dedicated to building and promoting diversity in the workplace are seen as good, more human and socially responsible

Diversity in the Army allows us to work better as teams and accomplish our mission more effectively. We should all strive to embrace different ideas and ways of doing things. This will help us stay Army Strong.

Article Source: TalentLyfte.com

FT. KNOX EEO TEAM

EEO Director:
Mr. Robert J. Brown

**EEO Complaint
Program Manager:**
Mrs. Dawn Scholl

**EEO Disability
Program Manager :**
Mr. James R. Norfleet

EEO Specialist
Ms. Janet Kelley

EEO Specialist (CSP) Intern
Mr. William Howell

Office location:
50 3rd Ave, Bldg 1310,
Ft. Knox, KY 40121
Phone: (502) 624-1325 /6196 /3171
(Employees located on Ft. Knox)

TRADOC EEO TEAM

EEO Complaints Manager:
Ms. Irene Hopkins
Disability Program Manager:
Mr. Burley Gardner

Phone: (757) 501-6507 / 6505
(Employees located off Ft. Knox)

**Equal Employment
Opportunity services
complaints:**

**FOR CIVILIAN EMPLOYEES,
FORMER EMPLOYEES,
APPLICANTS FOR
EMPLOYMENT (U.S. CITIZENS
ONLY) and SOME
CONTRACTORS**

Individuals who believe they have been discriminated against based on race, color, religion, sex, (including sexual harassment), age (40 & above), national origin, physical and/or mental disability, genetic information, and/or reprisal in employment matters **have 45 CALENDAR DAYS** from the date they become aware of the action to initiate the pre-complaint process.