

Affirmative Action and Valuing Diversity Compared

Affirmative Action

- ◆ ***Quantitative:*** Emphasizes achieving equality of opportunity in the work environment concerned with numbers.
- ◆ ***Legally driven:*** Uses written plans and statistical goals for specific groups. Reports are mandated by EEO laws. Documentation.

Valuing Diversity

- ◆ ***Qualitative:*** Emphasizes understanding and appreciation of differences and creating an environment in which everyone feels valued and accepted.
- ◆ ***Ethically driven:*** Moral and ethical imperatives drive this culture change.

Affirmative Action and Valuing Diversity Compared

Affirmative Action

- ✦ ***Remedial:*** Specific target groups are remedied. Previously excluded groups have an advantage. “Special efforts.”
- ✦ ***Opens doors in the organization:*** Affects hiring and promotion decisions.

Valuing Diversity

- ✦ ***Everyone benefits:*** Everyone feels valued and accepted in an inclusive environment.
- ✦ ***Opens attitudes, minds, and the culture:*** Affect attitudes of employees.

Affirmative Action and Valuing Diversity Compared

Affirmative Action

- ◆ ***Resistance due to*** perceived limits to autonomy in decision making and perceived fears of reverse discrimination

Valuing Diversity

- ◆ ***Resistance due to*** fear of change, discomfort with differences, and desire for return to “good old days.”