



EEO MATTERS

Generational Diversity In The Workplace

One primary goal or objective of a diversity program is to respect and accept people who are different from you. Sometimes when we think of diversity, we forget that diversity includes cross-generations. Generational Diversity is the *new* catchphrase in the workplace.

When it comes to generational diversity in the workplace, we must make it a point to remember that we work alongside people whose perspectives are different from ours, based upon history, events, and their experiences.

According to the Society of Human Resources Management, generational diversity in the workplace comprises four categories: **Veterans** (born between 1922-1943); **Baby Boomers** (born between 1943-1960); **Generation Xers** (born between 1960-1980); and **Generation Nexters** (born between 1980-2000). Here's how the County stacks up:

**County Full-Time Employee
Workforce Generational Breakdown
As Of May 1, 2008**

GENERATIONS	Females	Males	Total
Veterans 1922 - 1943	53	36	89
Baby Boomers 1943 - 1960	1517	880	2397
Generation Xers 1960 - 1980	1759	1094	2853
Generation Nexters 1980 - 2000	265	168	433
Grand Total	3594	2178	5772

Recognizing that San Joaquin County's workforce is made up of multi-generations, we can do our part to foster improved working relationships between generations. An easy

thing to do is realize that each of us has something to offer our organization. A seasoned worker can offer experience within the system; a newcomer can bring a keen sense of technology.

Sharing knowledge and experiences across generations allows each of us to learn from each other and improves our ability to work collaboratively and more productively. This combination can mean a win-win for the organization, and result in an enriched and stronger organization.

You don't have to be a rocket scientist to know that if we can combine the experience and organizational knowledge of the "Veterans" and "Boomers" with the new ways of thinking and technological savvy of the "Generation Xers" and "Nexters," we will be a much stronger organization. This combination is definitely a recipe for successfully using our generational diversity to the fullest.

*Get Excited About
The
11th Annual
Diversity Luncheon!*

Date: September 25, 2008

Time: 12 Noon - 1:30p.m.

*Where: **NEW** Agricultural Center*

Save The Date!

S J C - E E O

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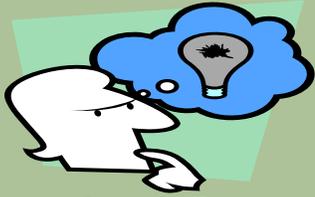
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<http://www.sjgov.org/eo>

*Success is not to be
measured by the
position someone has
reached in life, but
the obstacles he has
overcome while
trying to succeed.*

**- Booker T.
Washington**



Did you know?

According to population projections from the California Department of Finance, by mid-century, nearly 1.8 million people are expected to live in San Joaquin County, making it one of the 10 fastest-growing counties in the state.

47 years after the *Brown Vs. Board of Education* ruling ended school segregation, two thirds of minority pupils still attend schools that are predominantly minority.

Among people at least five years old living in San Joaquin County in 2006, 38 percent spoke a language other than English at home, 64 percent of whom spoke Spanish.

(Sources: U.S. Census Bureau; Minority MBA Magazine)



A boss asked one of his employees, "Do you believe in life after death?"

"Yes, I do," said the employee.

"I'm glad to hear that," the boss replied, because after you left early yesterday to attend your grandmother's funeral, she stopped by the office to see you!



Diversity Task Force



The SJC Diversity Task Force (DTF) was formed during summer 2006, as recommended in the Workplace Diversity Action Plan, in an effort to strengthen the County's commitment to diversity as well as add support to ongoing diversity efforts.

Last year's accomplishments included the development of the County's Workplace Diversity Vision Statement and Definition, which were key objectives stated in the Workplace Diversity Action Plan.

The DTF is comprised of a diverse group of individuals representing a cross-section of County employees, management and the community. Your 2008 DTF members are:

Sunny Acevedo	Kathy Lopez
Ana Andrade	Marilyn Martin
Erica Chin	Brenda Newton
Ken Cohen	Pat Shaw
Shannon Gonzales	LaTosha Walden
Jackie Hernandez	Brian Woods
Ruben Herrera	EEO Office

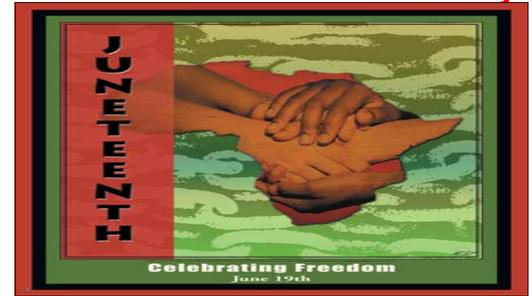
The work of the DTF did not end with the creation of the Vision Statement and Diversity definition. On February 28, 2008, the DTF had its first meeting of the year and is busy "brainstorming" prospective projects commensurate with the objectives outlined in the Workplace Diversity Action Plan.

Possible projects for the 2008-2009 year include:

- Creating a Countywide Diversity Calendar;
- Hosting employee/diversity forums;
- Promoting the celebration of a Countywide diversity event.

To learn more about the DTF, contact the EEO Office at 468-3374, or visit the EEO Website at www.sjgov.org/eoo for a copy of the Workplace Diversity Action Plan.

Celebrate Diversity



JUNETEENTH is the oldest known celebration of the ending of slavery. Dating back to June 19, 1865, Juneteenth commemorates the Union soldiers, led by Major General Gordon Granger, arriving at Galveston, Texas with news that the war had ended and that all slaves were now "free." This event occurred two and a half years after President Lincoln's Emancipation Proclamation - which had become official January 1, 1863. The Emancipation Proclamation didn't have much effect on the Texans because of the minimal number of Union troops available to enforce the new Executive Order. However, with the surrender of General Lee in April of 1865, and the landing of Granger's regiment, the forces were finally strong enough to overcome and persuade the resistance.

The observance of June 19th as the African-American Emancipation Day has spread across the United States and beyond. Today Juneteenth commemorates African-American freedom and emphasizes education and achievement. It is a day, a week, and, in some areas, a month, marked with celebrations, guest speakers, picnics, and family gatherings. The County proudly joins the nation on June 19th in celebrating Juneteenth.

Quarterly Diversity Calendar

May 2008
 Asian/Pacific American Heritage Month
 Jewish-American Heritage Month
May 26 - Memorial Day

June 2008
 Gay and Lesbian Pride Month
 Children's Awareness Month

July 2008
July 4 - Independence Day