



What does **DIVERSITY** in the workplace look like?

We recently decided to take a look at the diversity of the classified staff at Harbor College. The Classified Staff Diversity Survey 2013 has been administered and with a 60% response so far, the survey revealed some interesting facts. More than 94% of us enjoy the work we do, 55% of us have attended Harbor College, over 40% of us are the first in our family to go to college, and most of our personal and professional goals are centered around the field of education.

We also asked a few classified staff for comments on how they view diversity at Harbor College. *Here's what they had to say...*

MAKE DIVERSITY WORK AT WORK

Respect,
Acknowledge,
Understand,
Value,
and Celebrate
OUR DIFFERENCES.

Communication and Respect
are key.



Danielle Jack / President's Office / Unrepresented

Our diversity is our greatest asset in achieving student success. The ability to work together with people from different backgrounds is essential for our college to be successful, but also is indispensable to living in Southern California in the 21st century.



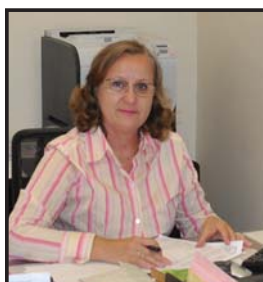
Brian Henderson / Student Services / AFT1521A

The diversity of the students and employees at Harbor College is absolutely one of my favorite things about working here. When we step foot on this campus, we each bring with us a wealth of differences and life experience. We all come from different backgrounds—ethnicities, cultures, religions, economic backgrounds, sexual orientations, belief and value systems, and a myriad of other identities. By respecting our diversity, we have such a tremendous amount that we can learn from each other about the world in which we live. Like most of us who work in education, I have a passion for learning. What an incredible opportunity we have to learn from each other.



Kimberly Davillier / Administrative Services / AFT1521A

Attempting to define diversity is restrictive and in itself limiting. Diversity is the antithesis of any restrictive categorizing or grouping. Diversity is the strength of our differences celebrated at each moment of opportunity. To absolutely define diversity is to encourage conformity. True diversity is organic...limitless. Therein lies its beauty.



Tatyana Grinberg / Business Office / SEIU 721

The Business Office has its share of diversity. We have employees from Russia, China, Mexico, and Vietnam. Our success depends upon our ability to embrace diversity and realize the benefits. A diverse collection of skills and experiences allows the Business Office to provide a better service to our students on a daily basis. I think it's much easier if we can assist them using our own experience and diversity. Diversity is not without challenges. Perception and language barriers need to be overcome for us to succeed. Ineffective communication results in confusion and lack of teamwork, so it's an every day work in progress. I have confidence that we can work together as a team, respectfully communicate with each other, and embrace the diversity.



Carlos Diaz / Facilities, Maintenance & Operations / SEIU 99

Here in Maintenance and Operations, we have people that come from Hungary in Eastern Europe, Nicaragua in Central America, and Viet Nam in Southeast Asia. There's even more diversity within these same origins. Many of us came to this college for a better opportunity in our perspective jobs, not much different than the students that come here for their prospective future. We all "sooner or later" find the things that bind us together on this campus. Whether we're trading our favorite BBQ recipes for Korean BBQ or talking about the tied futbol match over the weekend and looking forward to the upcoming football game on Monday Night, we all begin to learn something.

We Make
A
Difference...
Every Day

From Where We Come - A Bit of Labor History



Labor and Civil Rights

Today, the union movement is in the forefront of efforts to ensure that the gains of the past are maintained and to fight for those still denied opportunity and equality. From its struggles to ensure U.S. workplaces are free of discrimination to its battles to ensure that the hard-earned right to vote is secure for all, the union movement continues to fight for the poor and the oppressed.

1968 "I AM A MAN" - Dr. King traveled to Memphis to support striking sanitation workers—members of AFSCME Local 1733. The strike was in many ways more than a dispute over workplace issues—it was a struggle for dignity. It was while supporting these striking union members that Dr. King was assassinated.

Employee Assistance Program

It's much more than you think!

EAP RESOURCES

TAKE ADVANTAGE OF YOUR ADVANTAGES!

EAP services you and your family members

YOUR FAMILY: Resources on Child or Adult Care, Adoption, Pets, Schools, Retirement, and more.

YOUR HEALTH: General Health, Women's and Men's and Children's Health, Cancer, Sexual Health, Aging, and more.
Get SIX (6) FREE Counseling sessions.

How Great Is Your Health? Find out by taking your FREE online health risk assessment today!

YOUR TIME: Online Concierge for Attractions, Dining, Shopping, Entertainment, Travel Reservations, and more.

YOUR MONEY: Financial Health, Credit and Debt, Bankruptcy **Discount Center** - When you login look on the right hand side to find the DC.

YOUR BENEFITS: Legal and Financial Services (hundreds of usual forms are available). Also, get a Free 30 min Consultation with local Attorney.

Find this information and more at
<https://new.mylifevalues.com/login.aspx>
LOGIN: LACCD PSWD: EAP

or call 24 hours a day, 7 days a week
1-800-342-8111

✓ CORNER



The Union Difference

National Compensation Survey:

Employee Benefits in the U.S., March 2012

Union workers w/ job-provided health insurance 85%
Nonunion workers w/ job-provided health ins. 54%

Union workers w/ guaranteed pension plans 77%
Nonunion workers w/ guaranteed pension plans 17%

Union workers with paid sick leave 84%
Nonunion workers with paid sick leave 62%

Union workers' median weekly earnings \$943
Nonunion workers' median weekly earnings \$742

Age 16–24 union workers' median wkly earnings \$545
Age 16–24 workers' median wkly earnings \$434

Union women's median weekly earnings \$877
Nonunion women's median weekly earnings \$663

Black union workers' median weekly earnings \$784
Black nonunion median weekly earnings \$599

Latino union workers' median weekly earnings \$840
Latino nonunion median weekly earnings \$530

Asian union workers' median weekly earnings \$977
Asian nonunion median weekly earnings \$907

Source: The Union Difference 2012 AFL-CIO http://www.aflcio.org/content/download/90691/2393381/version/1/file/UnionDifference_Mar2012.pdf

SHARED Governance

It's your RIGHT...
and your RESPONSIBILITY.

<http://www.lahc.edu/govplanning/index.html>
Ask your union rep about serving on a committee.

Union Rep Contact Information:

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The Classified Connection - Comments or Contributions
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Sources: Fostering Innovation Through a Diverse Workforce - Forbes Insights - July 2011
<http://www.insidehighered.com/news/focus/diversity> / <http://edis.ifas.ufl.edu/hr022> / <http://ezinearticles.com/?Diversity-in-the-Workplace-Benefits-Challenges-and-Solutions&id=11053> / <http://www.aflcio.org/About/Our-History/Labor-and-Civil-Rights> / <http://www.teamster.org/content/civil-rights-and-labor-movement-historical-overview>