



Human Resources and
Allied Professionals Program



What Next? Challenges and Opportunities in a Changing Diverse Society

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Between 2000 and 2030

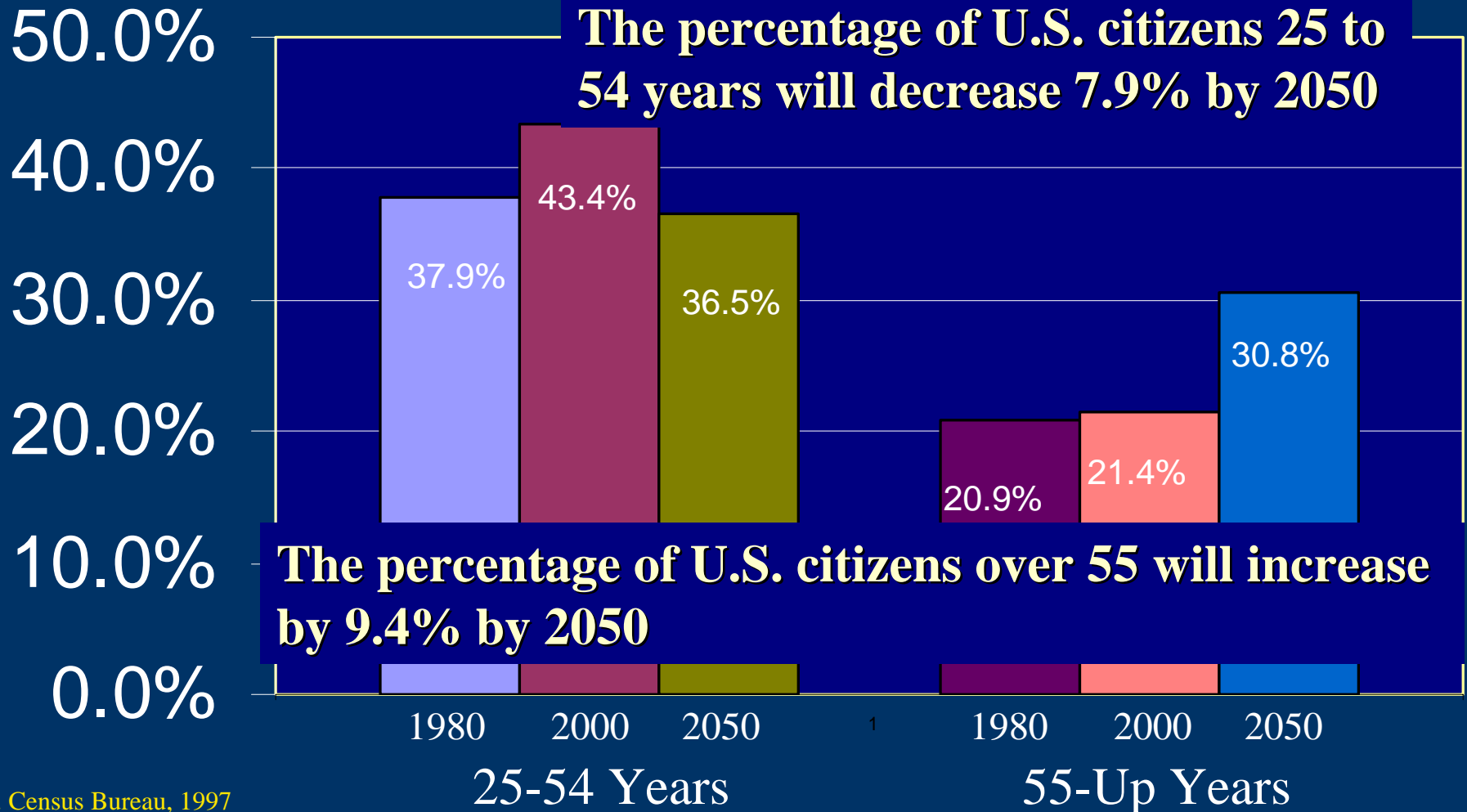
- Number of Americans 65 and over will nearly double
 - 2000 35 Million---12.4% of U.S. population
 - 2030 71 Million---20% of U.S. population



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U.S. Age Cohorts Changes: 1980, 2000, 2050

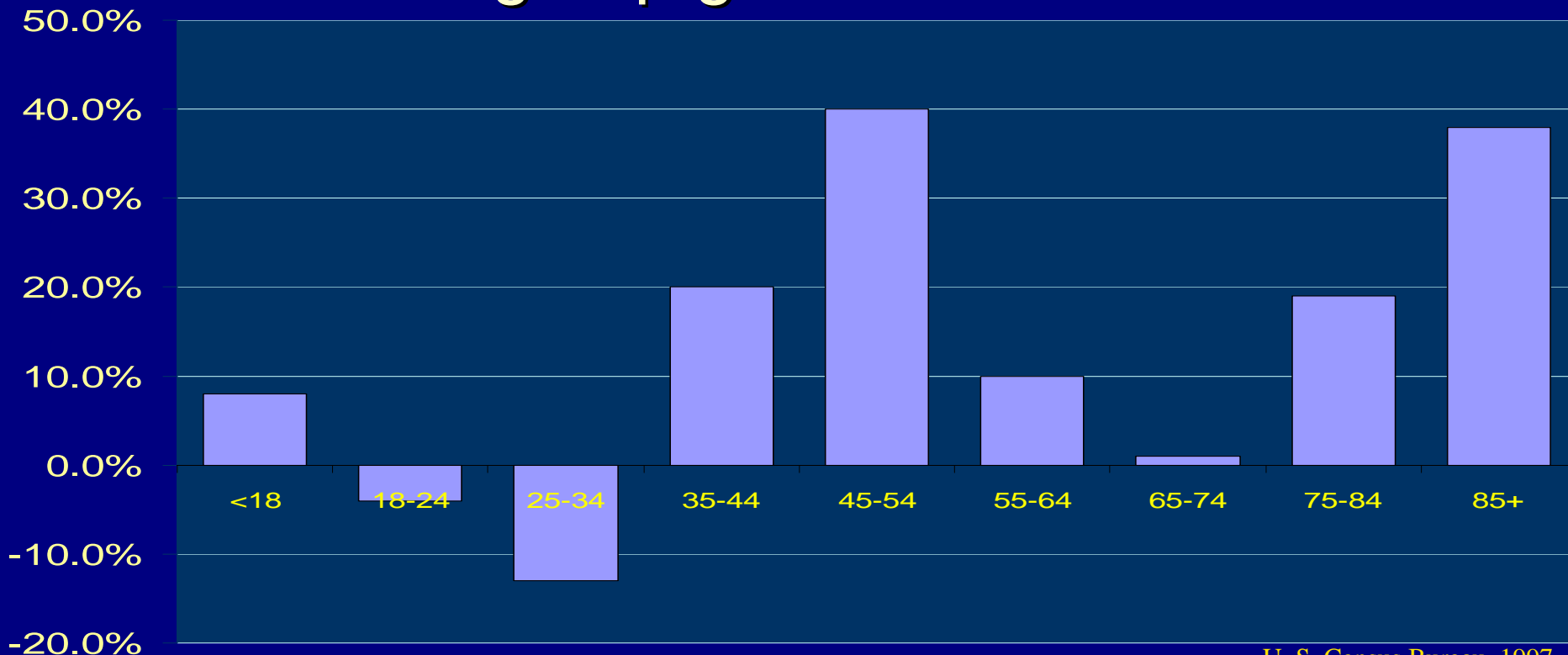




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Between 1990-99, the population of the 45-54 group swelled 43% and those 85 and older group grew 38%

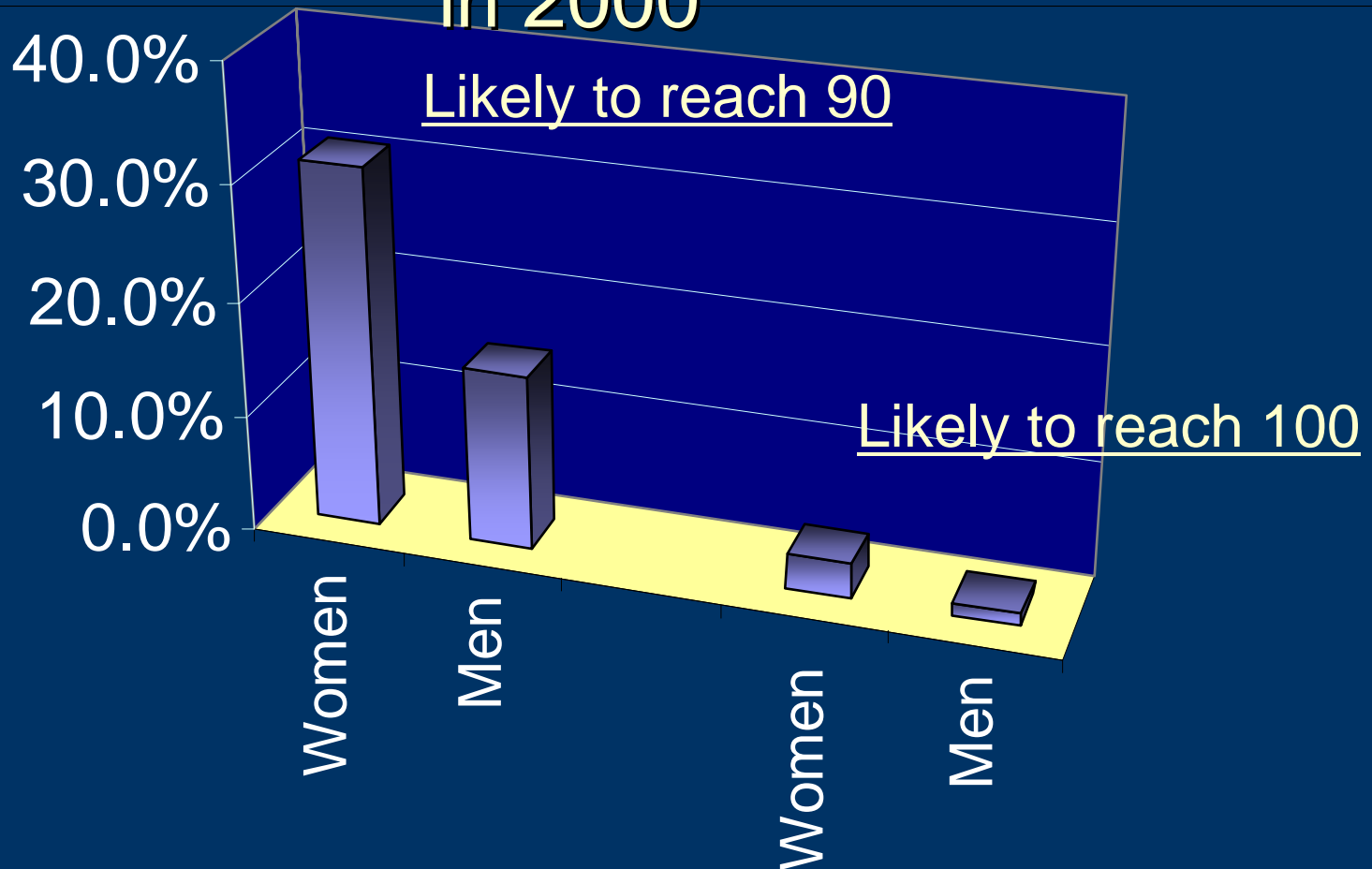




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Life Expectancy of Americans Who Were Age 65 in 2000

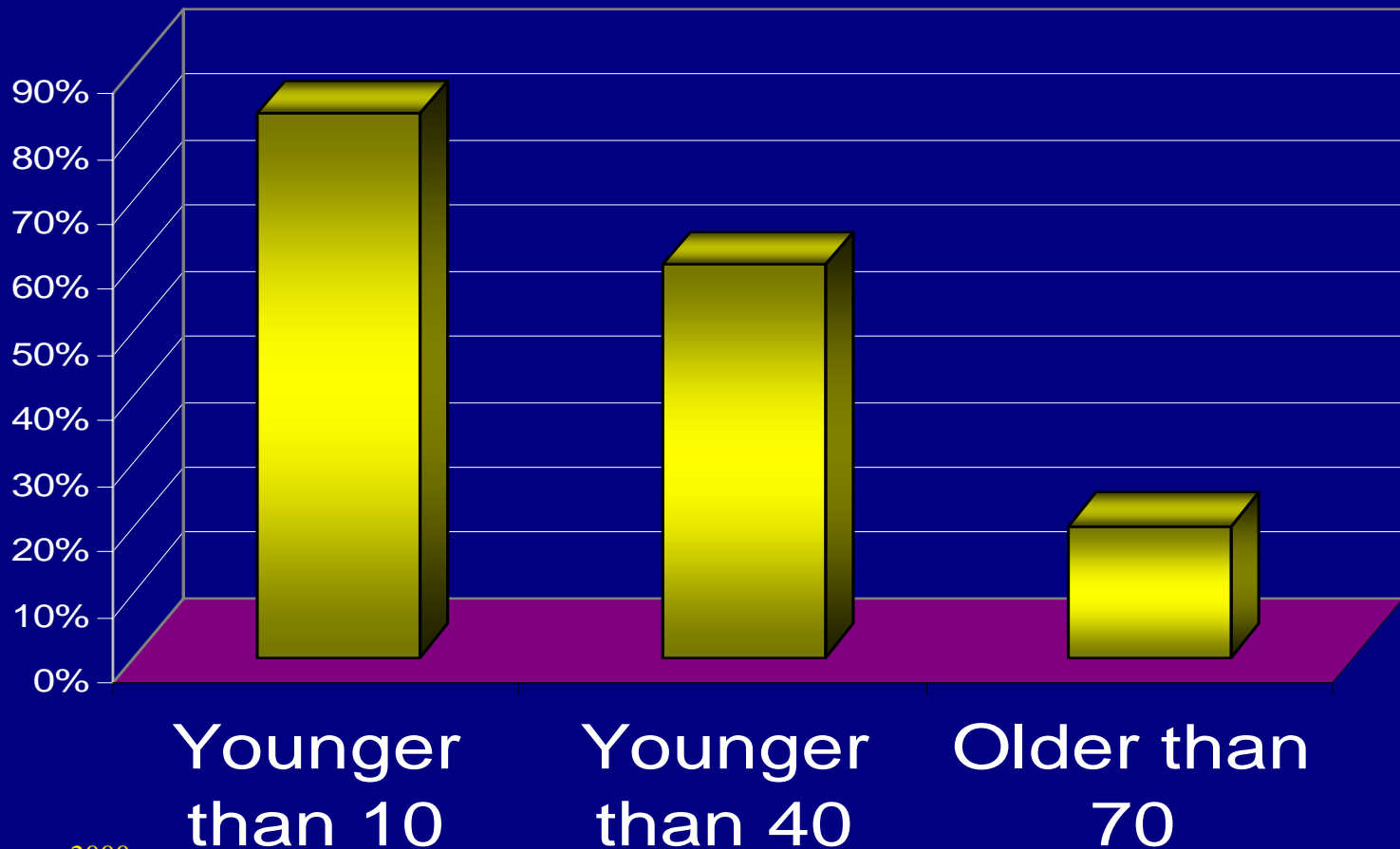




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% Chance An American is a Person of Color

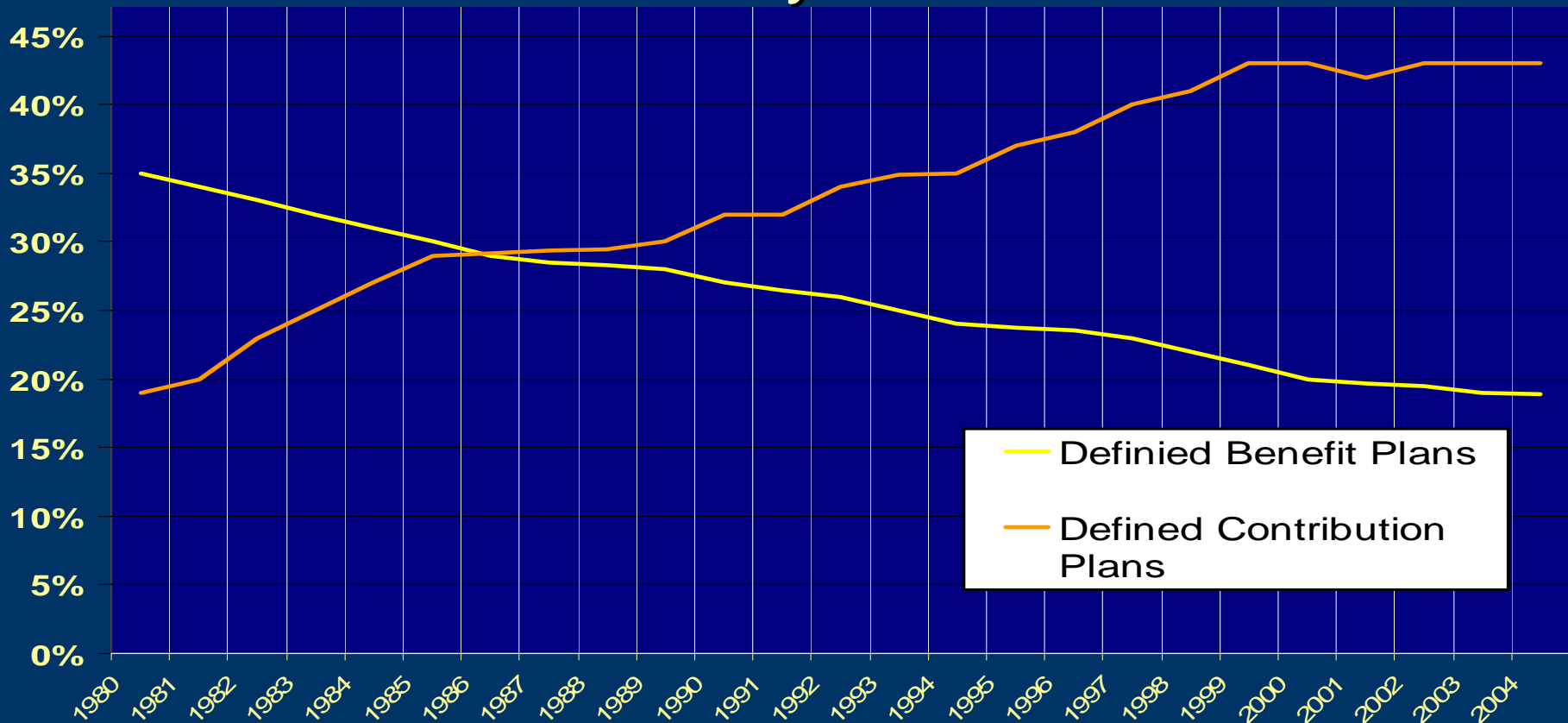




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Shifting Responsibility: Workers Covered by Retirement Plans



Sources: Pension Benefit Guarantee Corp., US Dept of Labor

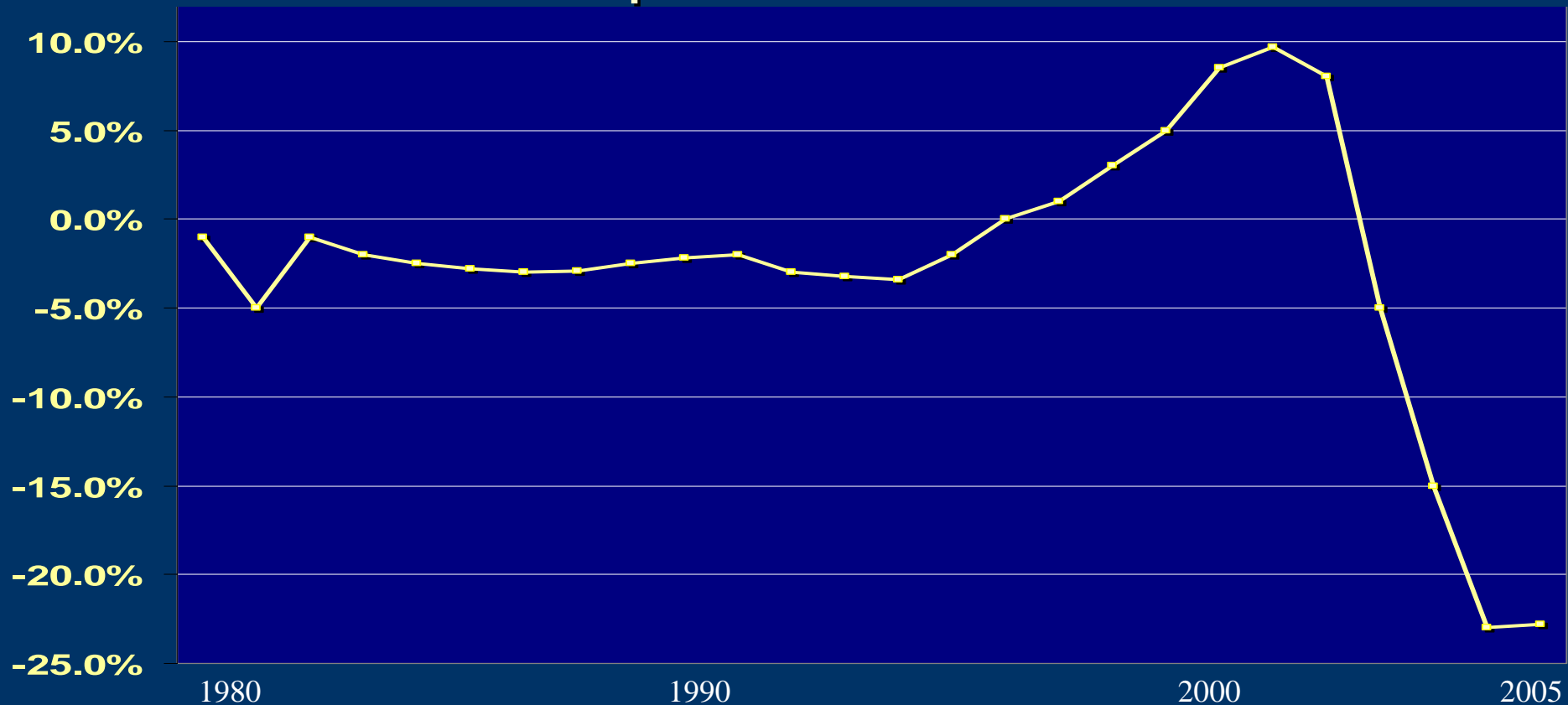
(Paul Duginski, *Los Angeles Times*)



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Pension Benefit Guarantee Corp.: Surplus to Deficit



Sources: Pension Benefit Guarantee Corp., US Dept of Labor

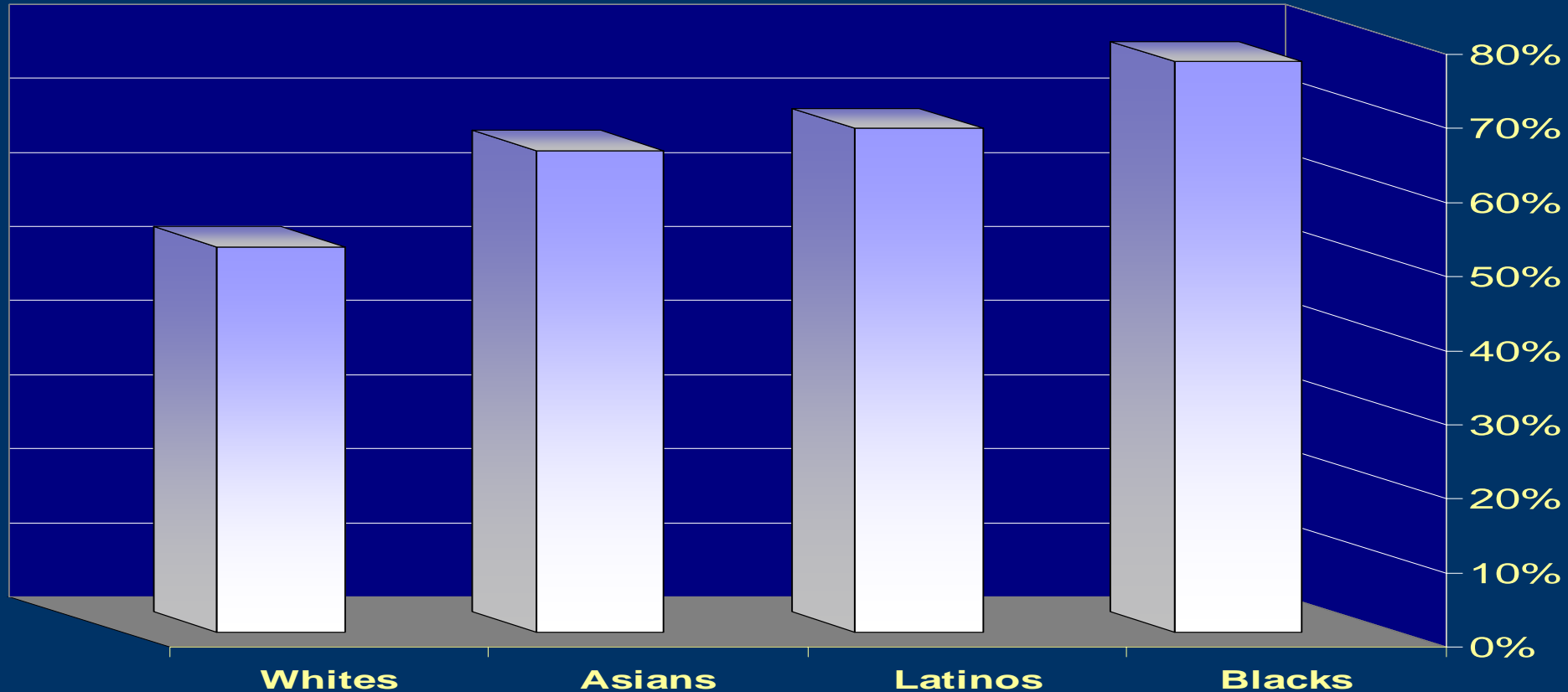
(Paul Duginski, *Los Angeles Times*)



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Do You Support Interracial Marriage? Per Cent Saying "Yes"

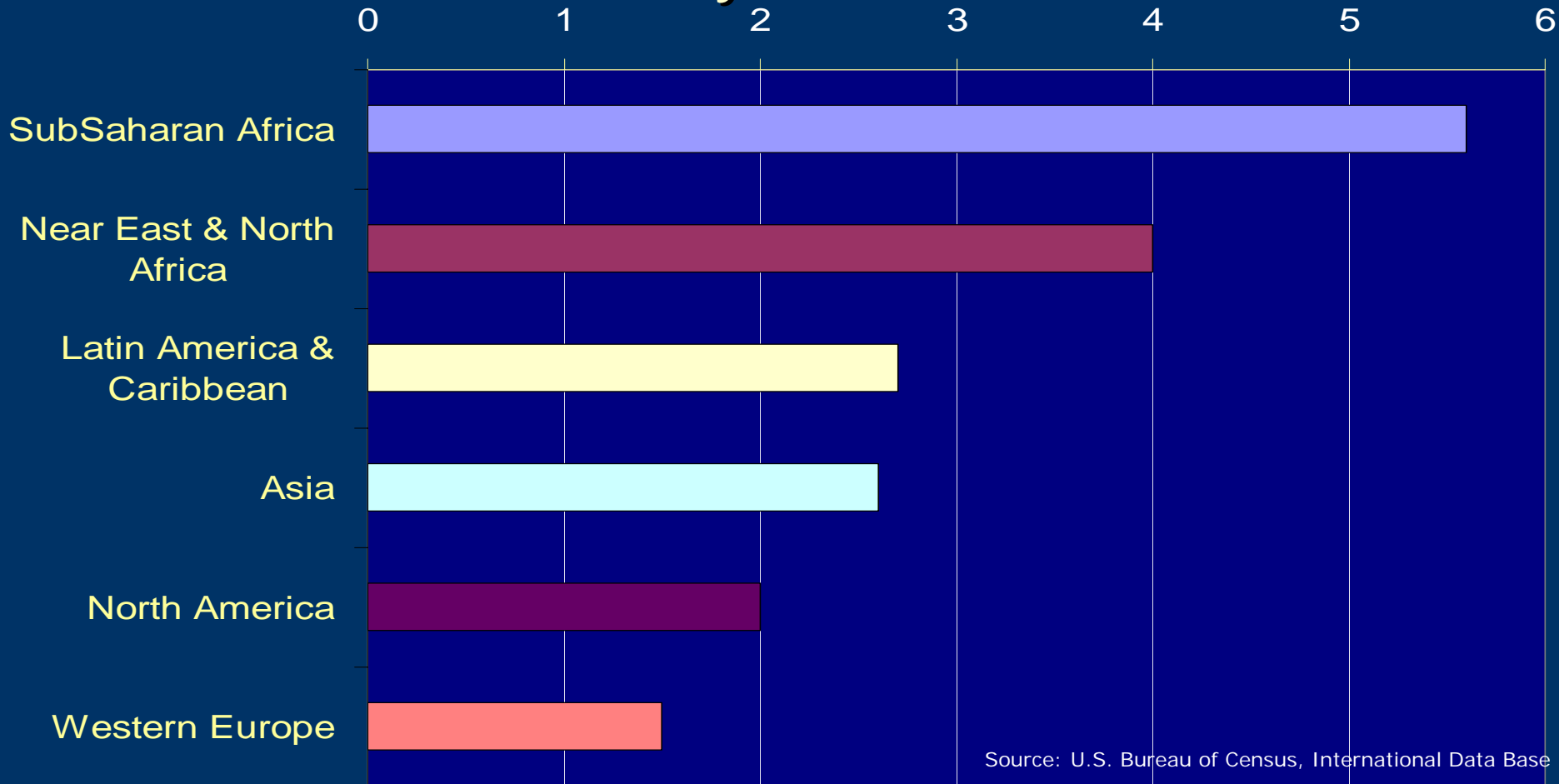




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Total Fertility Rates in 1998





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Tenure is short for job seekers

- Years with previous employers:
 - U.S. Average– 6 years
 - Global Average– 14 years





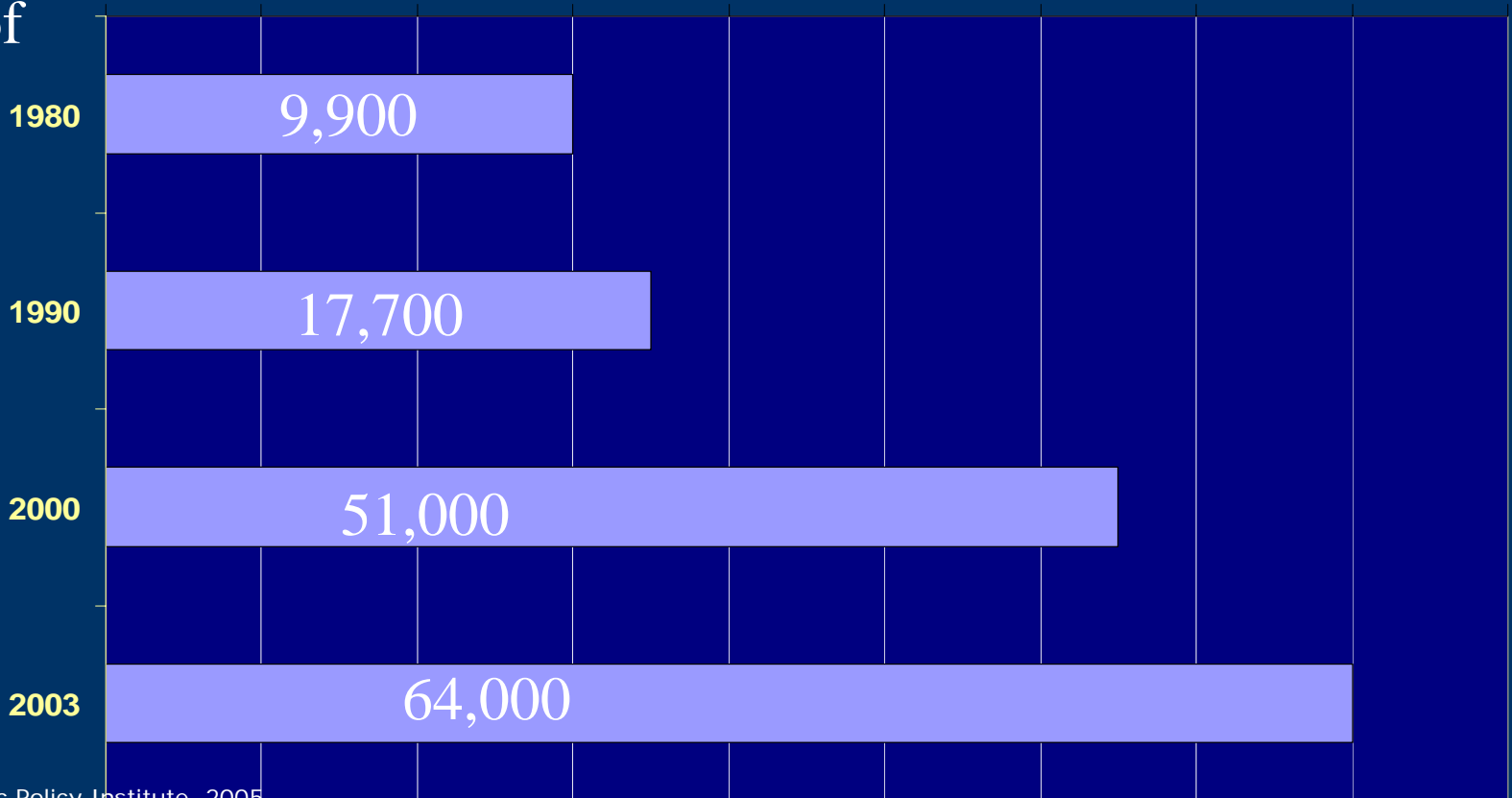
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Immigrants account for a growing share of workforce in America's nursing homes

0% 2% 4% 6% 8% 10% 12% 14% 16% 18%

Percent of
Total
Nurses

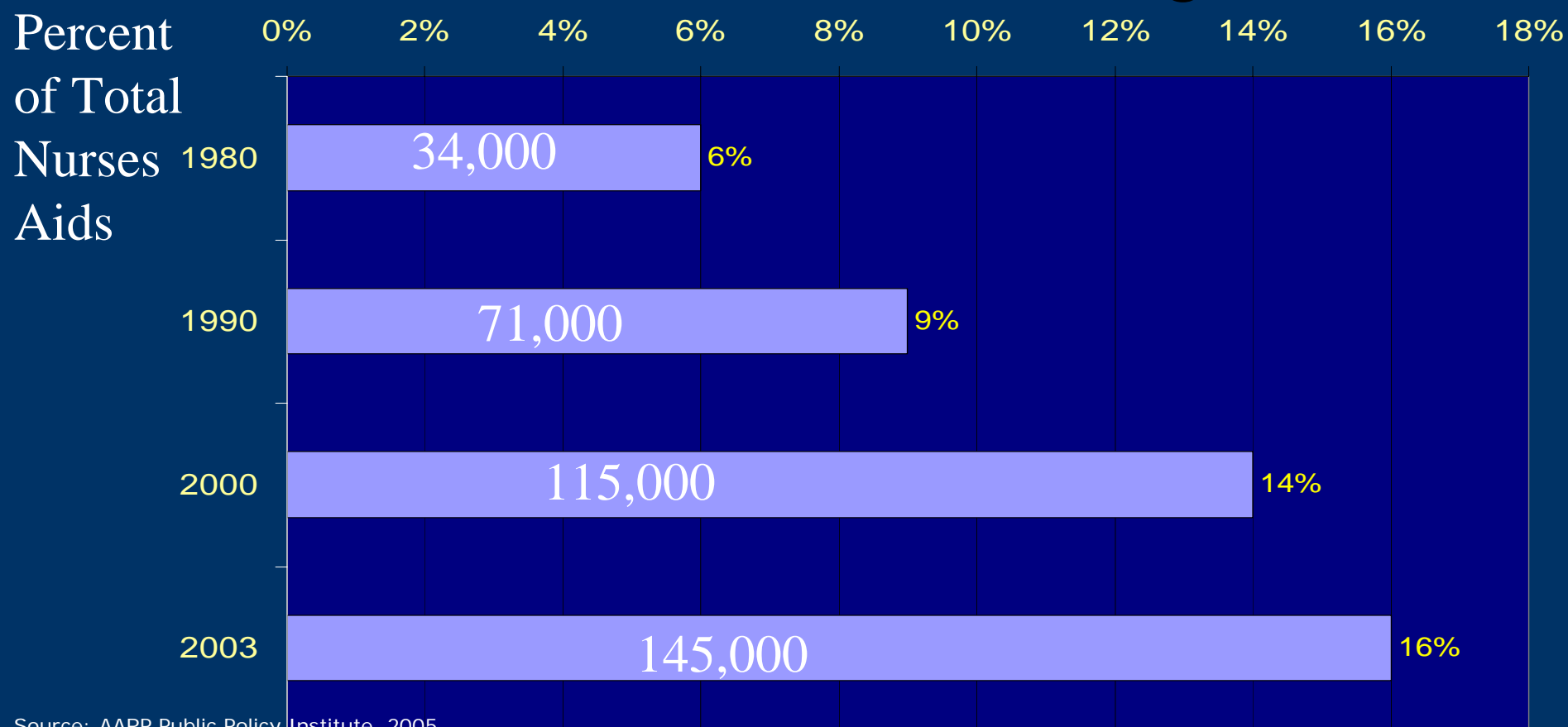




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Immigrants account for a growing share of workforce in America's nursing homes



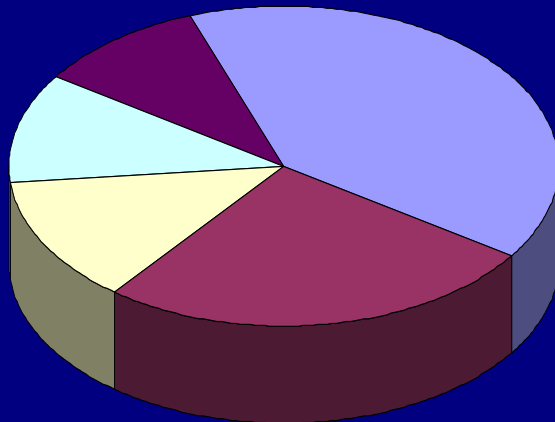


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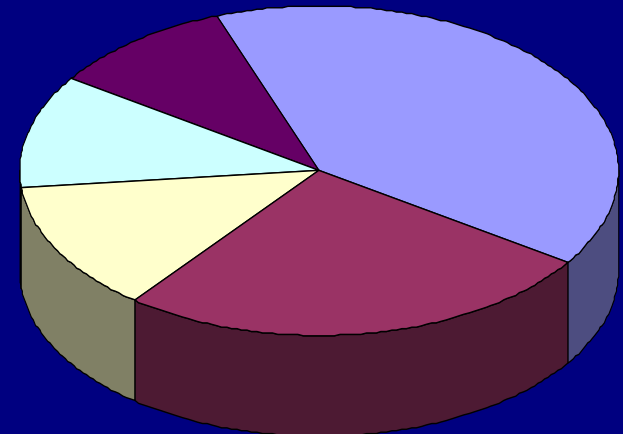


Top Regions of origin for foreign caregivers in 2000

Nurses



Nurses Aids



- Asia
- Central America, Mexico
- Europe
- Africa
- Other

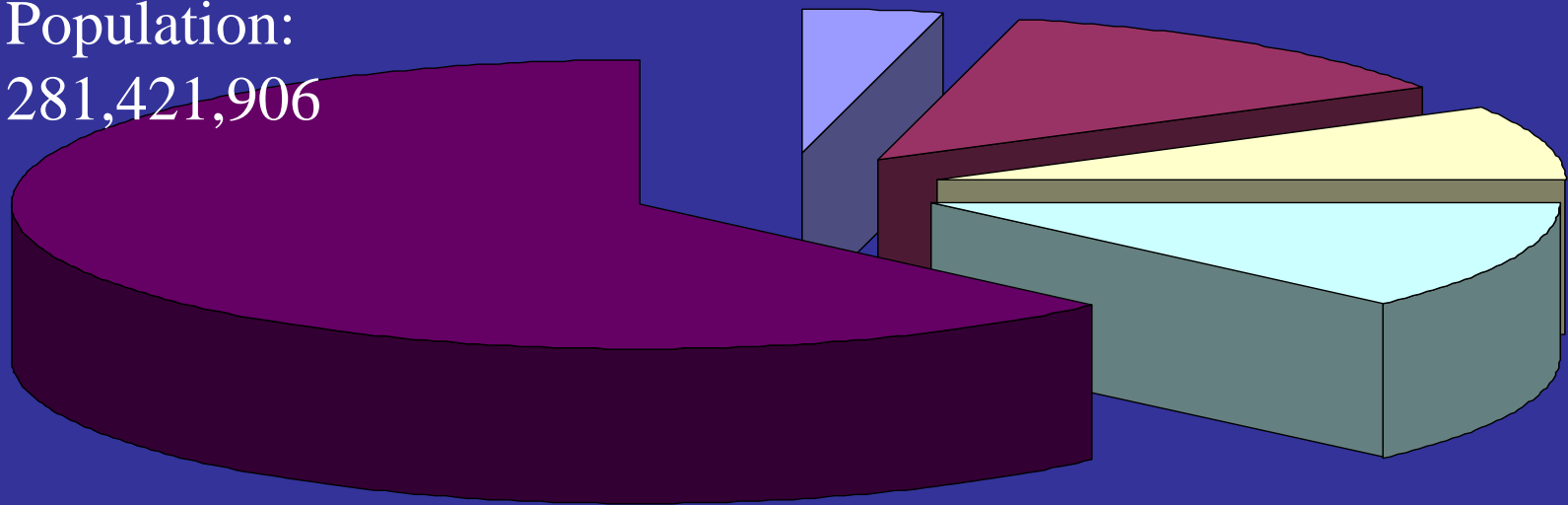


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U.S. Population by Race

Total
Population:
281,421,906



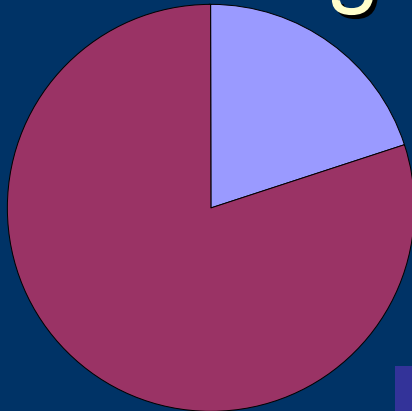
■ Asian ■ Black ■ Others ■ Hispanic ■ White



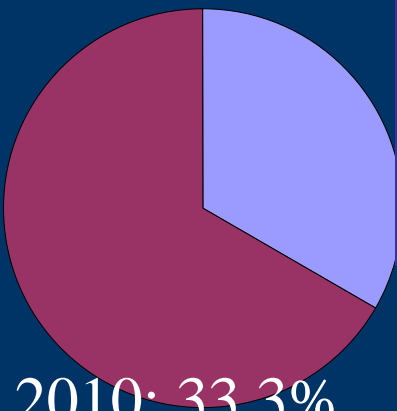
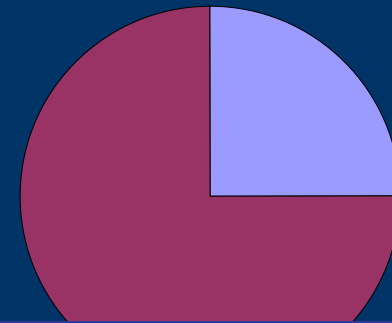
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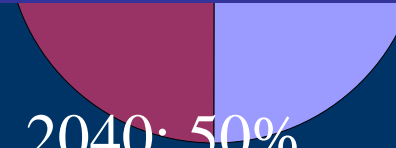
The Demographics of the U.S. are Shifting



1980 Less than 20



2010: 33.3%



2040: 50%

By 2040: Half of all Americans will be what are now called "minorities"

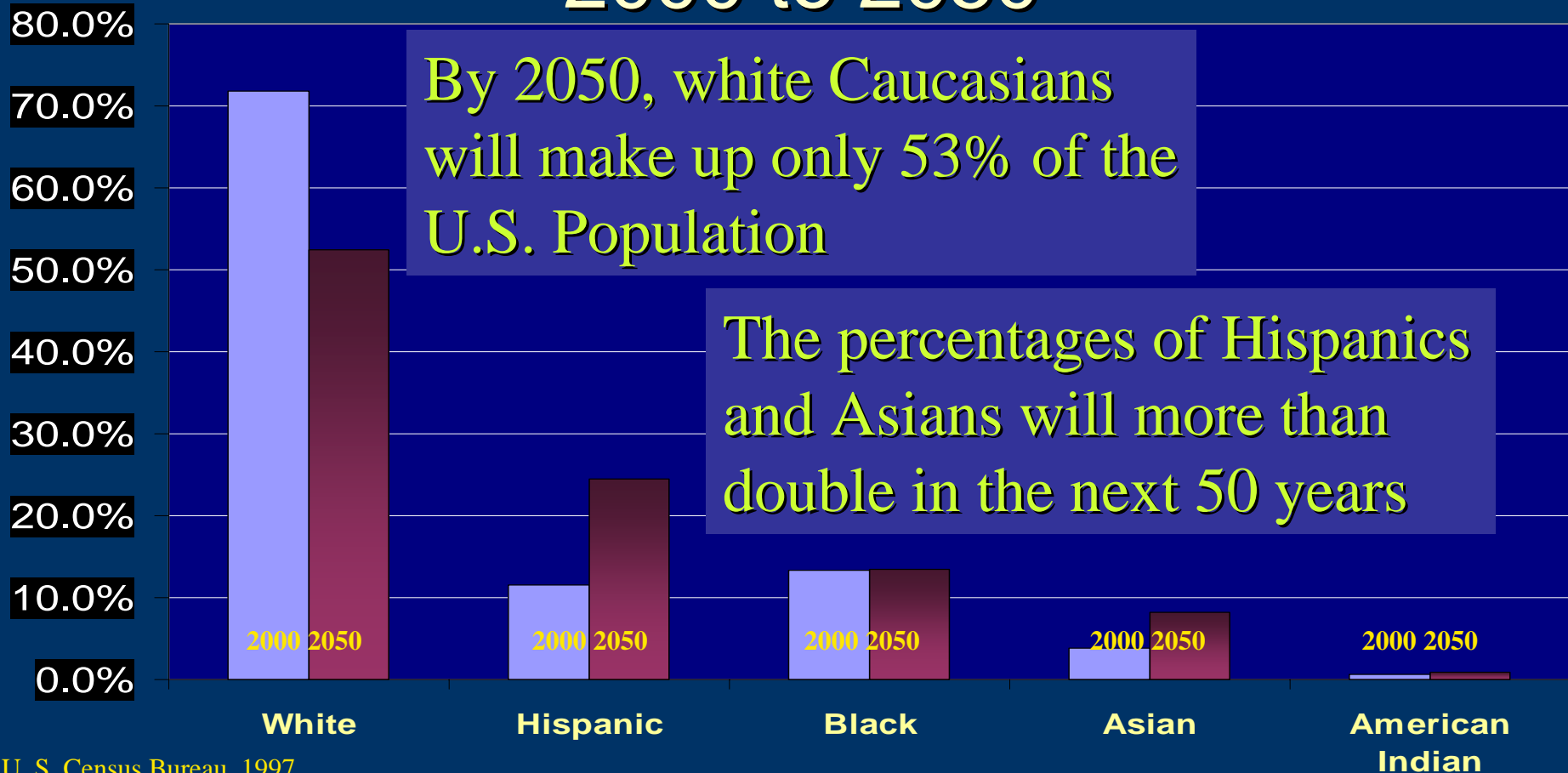
Source: Securities Industry Assoc., U. S. Census Bureau



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U.S. Racial Population Changes: 2000 to 2050





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The two major global religions

- Christianity – 2 Billion (one third of the world)
 - 1 Billion (half) are Catholic
- Islam – 1.2 Billion (one fifth of the world)

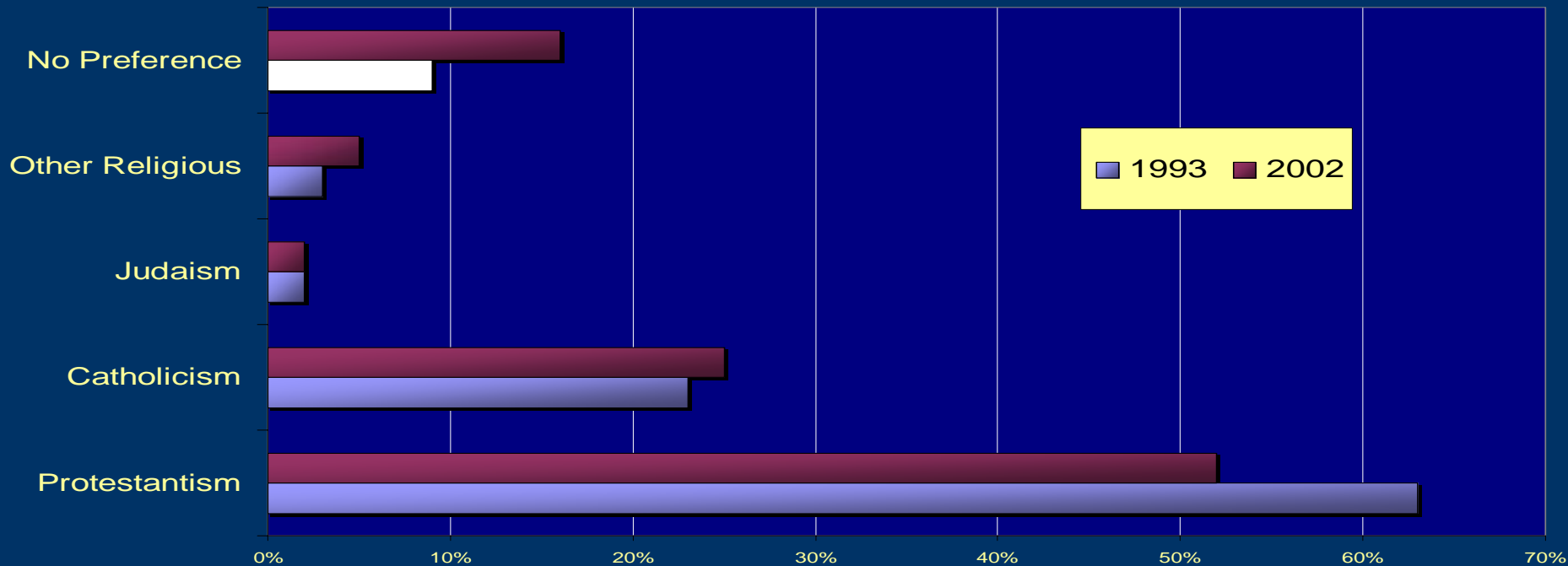




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Changes in U.S. Religious Preference (1993-2002)



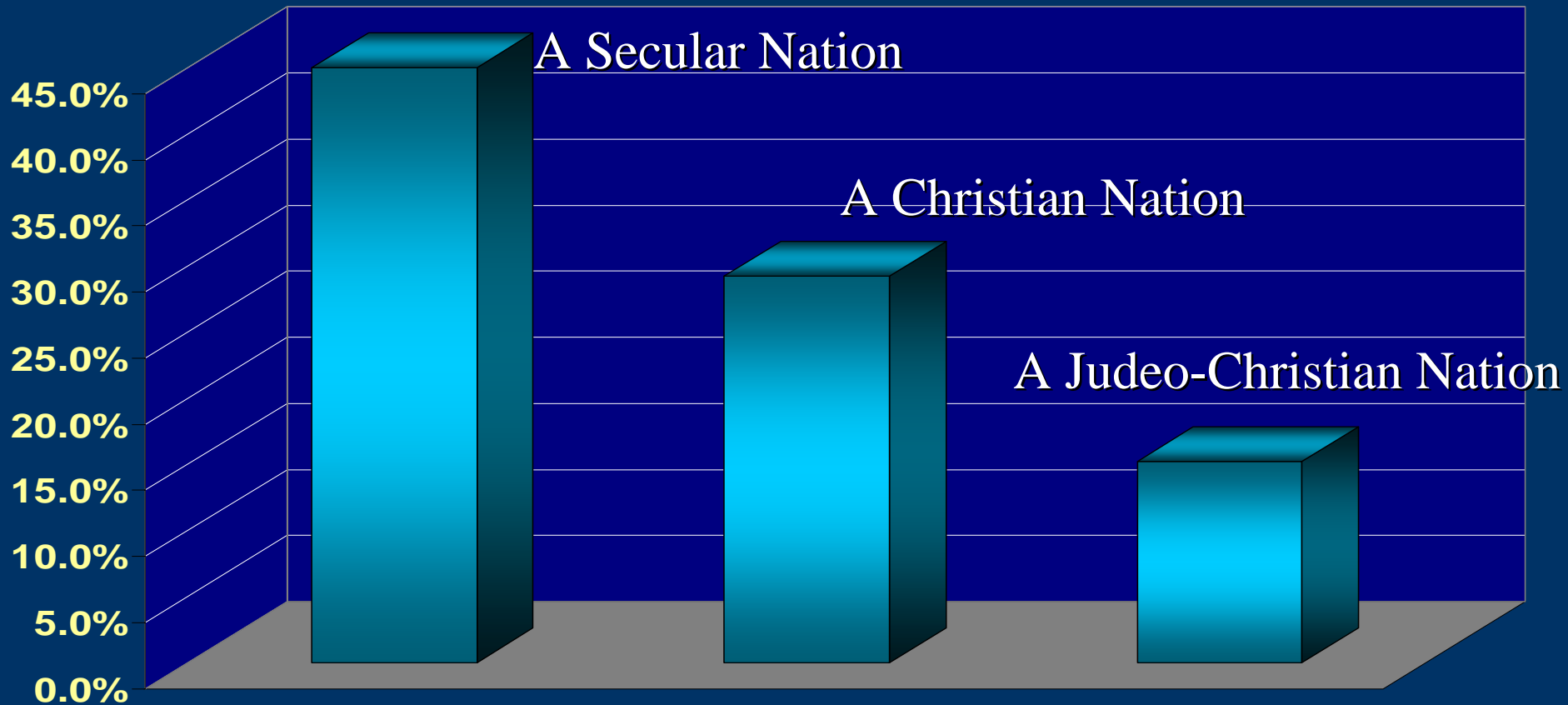
	Protestantism	Catholicism	Judaism	Other Religious	No Preference
2002	52%	25%	2%	5%	16%
1993	63%	23%	2%	3%	9%



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Public Views: What is the U.S.?

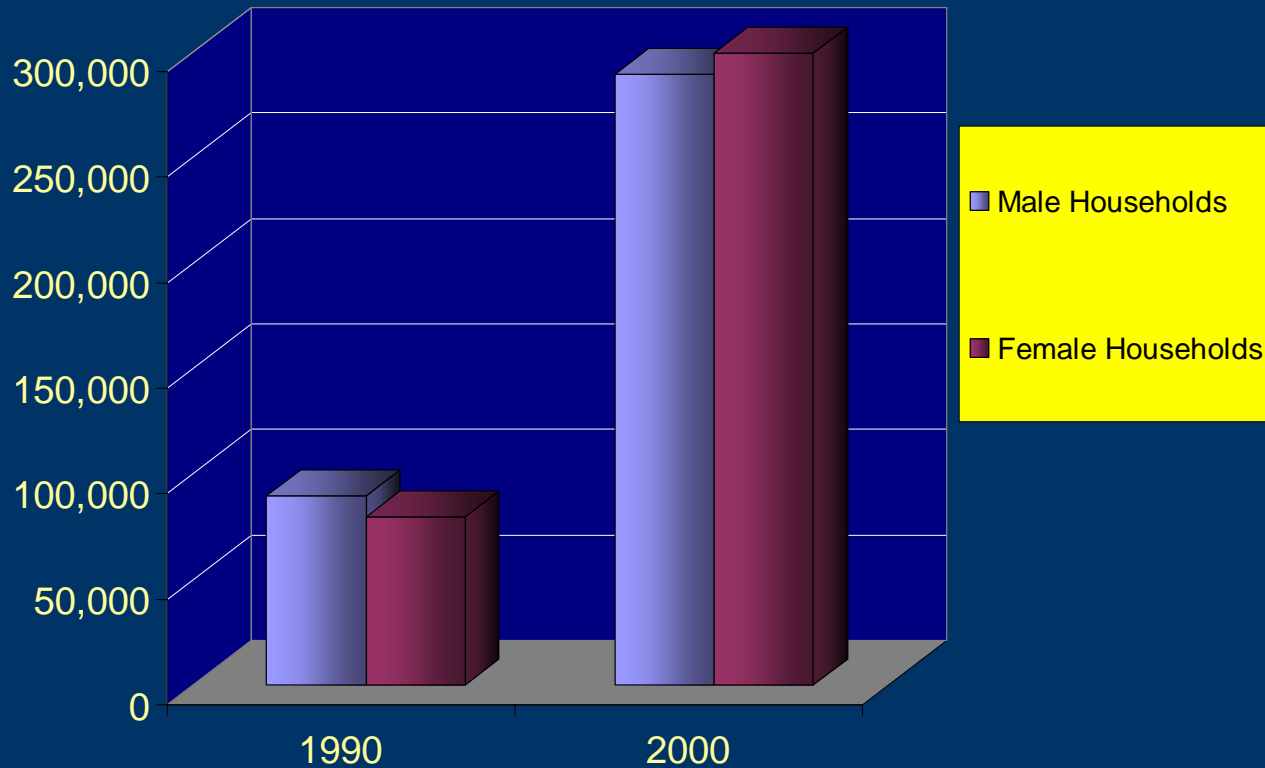




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Same-Sex, Unmarried-Partner Households





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Leadership Qualities in a Changing America

An organizational leader in a changing America is one who has developed the ability to:

1. Draw upon the strengths of diversity in order to work toward common organizational goals
2. Create a climate in which members of the organization feel welcome to draw upon their cultures and experiences, without making members feel obligated to constantly represent "their people."
3. Draw constructively and flexibly on knowledge about groups, while using that knowledge as a clue, not as an assumption about individuals.



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Leadership Qualities in a Changing America

4. Distinguish between those problems that can be resolved merely by establishing a rule and those that additionally will require long-range, continuous action to modify attitudes, perceptions, and behavior.
5. Accommodate constructively to diversity while also determining which accommodations are reasonable and which need to be limited.
6. Work toward both equality and organizational effectiveness by determining when it is appropriate to treat all people alike and when it is appropriate to treat them differently.