

# Chapter 16 Culture and Diversity in Business

## Section 16.2 Diversity in the Workplace

### Reading Activity—Determine Meaning by Context

**Directions** The table includes a series of statements that a business owner might make during an interview. Match the areas of diversity with the appropriate statements.

**Areas of Diversity**

- Age
- Income
- Religious beliefs
- Education
- Individual needs
- Skills
- Ethnicity/race
- Marital status
- Work habits
- Gender

Statement	Ways People Can be Diverse
1. Although most of our employees were born in the United States, they are from varied backgrounds. As we have expanded our operations in other countries, we have hired many local employees.	
2. Entry-level employees make about \$11.00 per hour plus benefits. Sales representatives have a base salary of \$35,000 per year, but with bonuses, some of them make six figures.	
3. Females make up 60 percent of our workforce, but 80 percent of our managers are male.	
4. For as long as I can remember, the company has been closed on Christmas. Recently we have adjusted our calendar and added some flexible holidays to accommodate our diverse workforce.	
5. It is not appropriate to ask if someone is married, but employees talk about their personal lives in casual conversation. Most of our employees are married, and some are single.	
6. We have some young employees who are just starting their careers; we have employees who came back to work after raising a family; and we have two employees who have been with us for more than 50 years.	
7. Some positions require a college degree. We offer internships and tuition reimbursement for college classes.	
8. We have a talented workforce. For example, we have a terrific group of people who staff our internal help desk. They have a knack for remaining calm while they identify the problem and find a solution.	
9. We have many employees who take advantage of flexible work hours. Although we have a relaxed dress code, we draw the line at t-shirts and flip-flops.	
10. We recently replaced all of our old desks with modular workstations that allow employees to adjust the height of their desktops, keyboards, monitors, and shelves.	