



Strategies to Eliminate Discrimination

Upon completion of your Organizational Assessment, you will identify areas requiring attention. This paper will assist you with strategies to address negative behaviors pertaining to Discrimination.

How Discrimination is measured on the DEOCS:

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1. Discrimination based on _____ does **not** occur in my workplace.
 - a. Race/Color/National Origin
 - b. Religion
 - c. Sex
 - d. Sexual Orientation
 - e. Age (*Civilian Only*)
 - f. Disability (*Civilian Only*)
 - g. Equal Pay (*Civilian Only*)
 - h. Genetic Information (*Civilian Only*)
 - i. Pregnancy (*Civilian Only*)
 2. Racial slurs, comments, and/or jokes are used in my workplace.
 3. Sexist slurs, comments, and/or jokes are used in my workplace.
 4. I believe I can use my chain of command/supervision to address concerns about discrimination without fear of retaliation/reprisal.
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Strategies

Educate members on different group cultures.

- Invite local minority leaders to discuss the historical background of discrimination towards their group (race, religion, national origin, gender).
- Frequently offer different types of cultural events to raise awareness.
- Arrange a group outing to an event, show, or cultural site to learn about a group first hand.
- Provide cultural-competence training to members to increase open-mindedness and cultural awareness.

Examine strategies to address discrimination and decrease discomfort.

- Encourage perspective taking and role play in an open and safe environment.
- Educate members on how stereotyping and social categorization influence attitudes and behavior.
- Train members on how to recognize discrimination; and intervention strategies if observed.

Create a unit climate where members feel comfortable informing leadership of discrimination.

- Provide anonymous channels to submit complaints.
- Ensure members are assessed based on their knowledge, skills, abilities/attitudes.
- Investigate allegations of discrimination in a timely manner.
- Limit information about allegations to only those who are involved or need to know.

Additional Resources:

- Jayne, M. E., & Dipboye, R. L. (2004). Leveraging diversity to improve business performance: Research findings and recommendations for organizations. *Human resource management*, 43(4), 409-424.
- Kreitz, P. A. (2008). Best practices for managing organizational diversity. *The Journal of Academic Librarianship*, 34(2), 101-120.



- Plaut, V. C., Garnett, F. G., Buffardi, L. E., & Sanchez-Burks, J. (2011). "What about me?" Perceptions of exclusion and Whites' reactions to multiculturalism. *Journal of personality and social psychology*, 101(2), 337.
- Stevens, F. G., Plaut, V. C., & Sanchez-Burks, J. (2008). Unlocking the benefits of diversity: All-inclusive multiculturalism and positive organizational change. *The Journal of Applied Behavioral Science*, 44(1), 116-133.

DoD: DoDD 1350.2 DoDD 1020.OZe
Army: AR 600-20, TC 26-6, DoD 1400.25
Marine Corps: DoD 1400.25
Navy: DoD 1400.25
Air Force: DoD 1400.25
Coast Guard: DoD 1400.25
Civilian Personnel DoD 1400.25

