



The Changing Face of America

Implications For Public Transit

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Awareness





Understanding





Respect





Actions





Diversity



- Majority/Minority



- Sexual Orientation



- People with Disabilities



- Age Cohorts



**“I TELL PEOPLE, AMERICA IS
CHANGING – GET OVER IT!”**

Clarkston, Georgia Minister



Clarkston, Georgia

- 7,500 POPULATION
- 9 MILES EAST OF ATLANTA
- 5 MILES WEST OF STONE MOUNTAIN
- LAST STOP ON MARTA TRAIN

Georgia



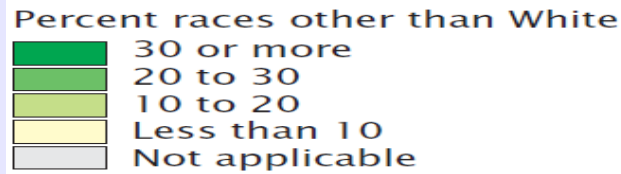
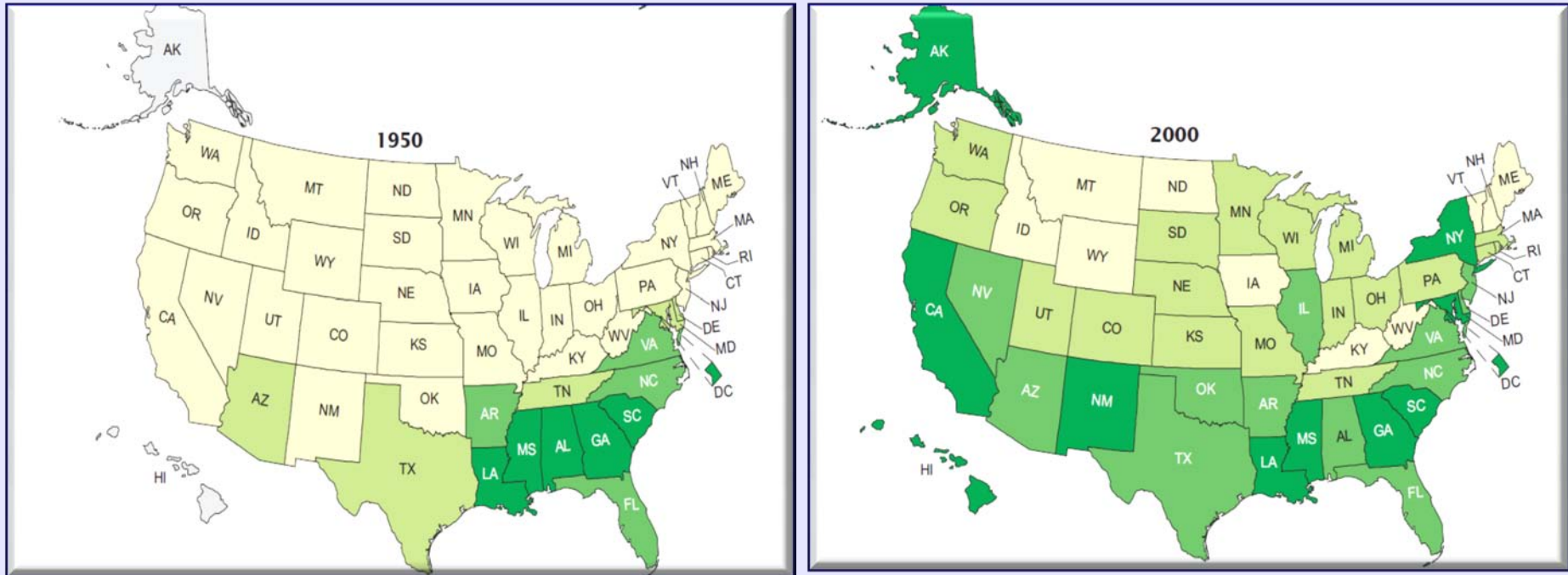


Clarkston, Georgia

- 60 Nationalities
- 60 Spoken Dialects - Includes English, Arabic, Spanish, Vietnamese, Bosnian, Amharic (Spoken in Ethiopia)
- High School Students from 50 countries
- Mosque with 800 worshippers
- 50% of Population – Outside the U.S.



Percent of Races Other Than White by State 1950 and 2000



Source: US Census Bureau, decennial census of population, Demographic Trends in the 20th Century



Limited English Proficiency

Five Year Olds

- From 1990 To 2000 people five years old who spoke English less than “Very Well” **grew from 6.1% To 8.1%**

Older Immigrants

- 70% of recent older immigrants speak little or no English

65+

- 19.3% of Americans 65+ were members of minority groups in 2007

2020

- 23.6% of Americans 65+ will be from culturally and ethnically diverse groups



Majority/Minority

Definition:

A U.S. state or other jurisdiction whose racial composition is less than 50% White



Majority/Minority

- By 2042, the U.S. Census Bureau projects that people of color will make up the majority of the U.S. population
- By midcentury, Hispanics, Asians and blacks will outnumber non-Hispanic whites by approximately 32 million
- White males born in the U.S. are already a numerical minority



Majority/Minority

- 4 states are majority/minority as of 2009
Hawaii, New Mexico, California & Texas
- The percentage of non-Hispanic whites has fallen below 60% in Maryland, Georgia, Nevada, Arizona, New York & Mississippi
- 7 of the 40 largest metropolitan areas in the U.S. are now majority/minority



Star-Telegram

GRAND PRAIRIE - Four Grand Prairie police officers and a dispatcher are on paid administrative leave after a racist e-mail about President Barack Obama was circulated, and the local NAACP chapter is asking whether a recent round of diversity training was for naught.

“The e-mail came from outside the department, but the officers opened and/or forwarded it,” said Detective John Brimmer, a Grand Prairie police spokesman. “The department was forced to go through diversity training two years ago, and this is what we get,” Preston Dixon, vice president of the Grand Prairie chapter of the NAACP said at a news conference. “Since they've gone through diversity training, then they knew better and should be fired,” he said.



Discrimination Based on Sexual Orientation

Prejudice and discrimination regarding sexual orientation is widespread. It is expressed more openly today than other types of discrimination because it still remains socially acceptable to do so.



The changes outlaws discrimination based on:

Transgender – “a person who experiences and/or expresses their gender differently from conventional or cultural expectation including but not limited to those who express a gender that does not match the sex listed on their original birth certificate.”

Gender expression – “a person’s external characteristics and behaviors including, but not limited to, dress, grooming, mannerisms, speech patterns and social interactions that are socially identified with a particular gender.”

Gender identity – “a person’s innate, deeply felt sense of gender, which may or may not correspond to the person’s body or sex listed on their original birth certificate.”



Anti-Discrimination Ordinance

The **anti-discrimination ordinance**, which focuses on access to places of public accommodation, employment and housing, already protected homosexual men and women. That comes under the heading of sexual orientation.



Matthew Shepard & James Byrd, Jr. Hate Crimes Prevention Act

On October 28, 2009, President Obama signed legislation which expanded existing U.S. federal hate crime law to include crimes motivated by a victim's actual or perceived gender, sexual orientation, gender identity or disability.



People With Disabilities

- 
- Estimated 50 million

- 
- 1/6 of U.S. Population



Forced Into The Street



Forced into the street: Disability-rights advocate Scott Crawford rides down Terry Road in Jackson, MS in his motorized wheelchair Friday



Sidewalks as Battlegrounds

JACKSON, Miss. - The nation's crumbling sidewalks have disabled residents taking their wheelchairs to the streets, a potentially dangerous practice that has cash-strapped cities and disability-rights advocates at odds over how to fix the problem.

Cities across the nation are dealing with eroding sidewalks that do not meet **standards set by the Americans with Disabilities Act**. Under the ADA, state and local **governments cannot discriminate against the disabled in providing "services, programs or activities,"** including access to sidewalks.



PRESS RELEASE

9-29-09

SEARS, ROEBUCK TO PAY \$6.2 MILLION FOR
DISABILITY BIAS

***Federal Court Approves Largest Monetary Amount
Ever in Single EEOC ADA Suit; Employees Allegedly
Terminated Based on Inflexible Workers'
Compensation Leave Exhaustion Policy***

CHICAGO - The U.S. Equal Employment Opportunity Commission (EEOC) today announced the entry of a record-setting consent decree resolving a class lawsuit against Sears, Roebuck and Co. (Sears) under the Americans With Disabilities Act (ADA) for \$6.2 million and significant remedial relief.



The consent decree, approved this morning by Federal District Judge Wayne Andersen, represents the largest ADA settlement in a single lawsuit in EEOC history. The EEOC's suit alleged that Sears maintained an inflexible workers' compensation leave exhaustion policy and terminated employees instead of providing them with reasonable accommodations for their disabilities, in violation of the ADA.



"The facts of this case showed that, nearly twenty years after the enactment of the ADA, the rights of individuals with disabilities are still in jeopardy," said Commission Acting Chairman Stuart J. Ishimaru. "At the same time, this record settlement sends the strongest possible message that the EEOC will use its enforcement authority boldly to protect those rights and advance equal employment opportunities for individuals with disabilities."



Life Expectancy

Life Expectancy is Increasing today.

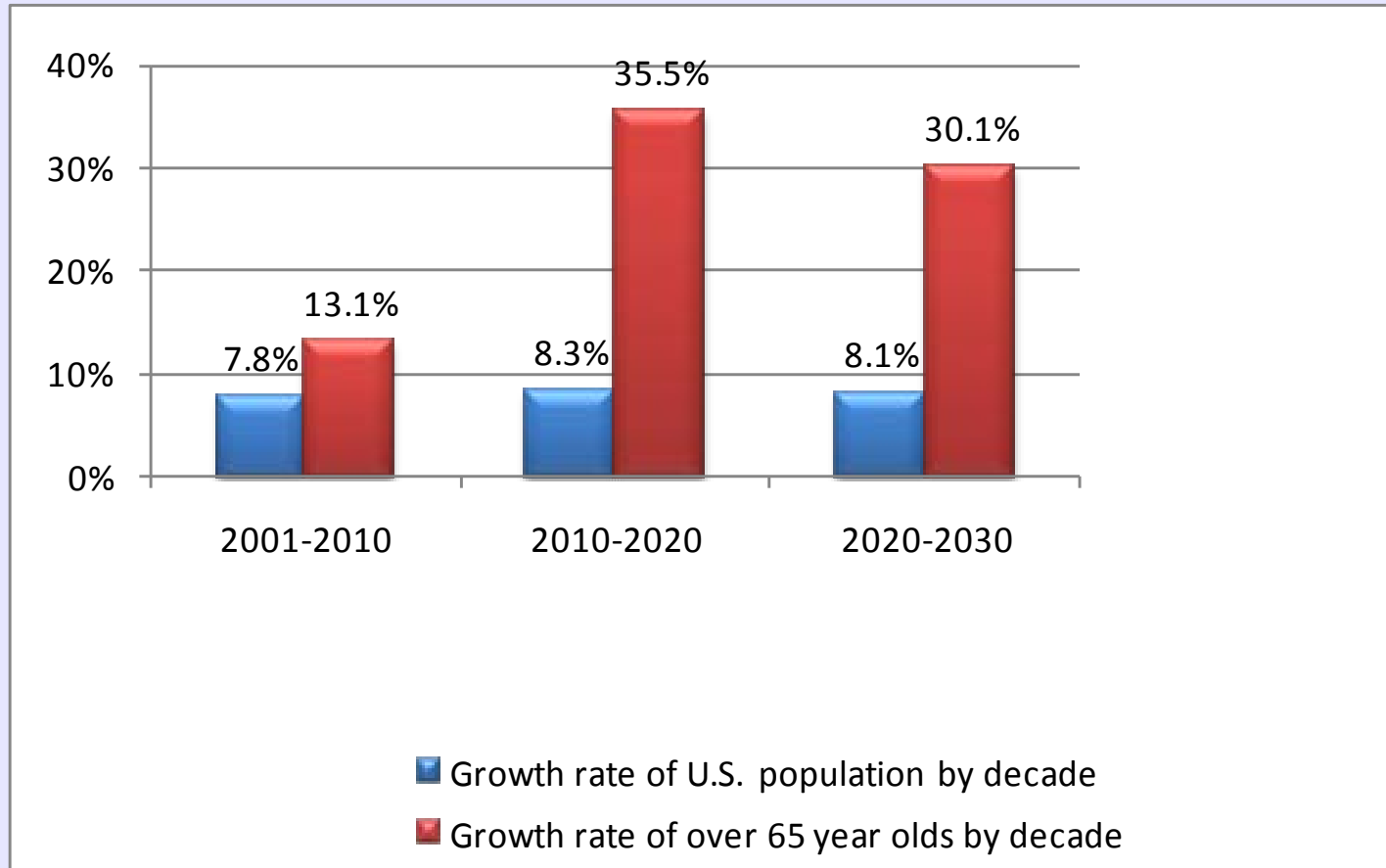
The Average Life Expectancy at birth is:

72.6 Years for Men
79.3 Years for Women

Source: Seniors benefit from transportation coordination partnerships - A tool box. *"Promising practices from the aging network."* *The National Center on Senior Transportation*
Originally Published by the U.S. Department Of Health And Human Services, Administration On Aging, 2007.



America's Aging Population



Source: U.S Bureau of the Census, *Projections of the Total Resident Population by 5-Year Age Groups, and Sex with Special Age Categories: Middle Series, 1999 to 2100 (NP-T3)*, <http://www.census.gov/population/www/projections/natsum.html>



From 2000 to 2050...

- The cohort of people age 65 and over is projected to more than double.
- The cohort of people age 75 and over is projected to triple.
- The cohort of people age 85 and over is projected to quintuple.



BY 2030...

- One out of five people in the U.S. will be age 65 or older



Star-Telegram

NORTH RICHLAND HILLS

City to pay former employee \$75,000 to settle age complaint

Settling the lawsuit "was the cost-effective thing to do," a North Richland Hills spokeswoman says. The city has agreed **to pay \$75,000 to a former employee who said he was ultimately forced to resign after enduring taunts that he was too old to do his job.**

As part of a consent decree to settle a **federal age-discrimination case**, the city also agreed to provide training on equal opportunity employment policies and procedures.

Settling the lawsuit by the U.S. Equal Employment Opportunity Commission...



What's one of the biggest forms of diversity in America today?

Four generations working together at schools, businesses, churches and as a community.

This applies to all of us!

Each generation has different shared historical events, thoughts, values, communication and management styles.



Generational Differences In Ethics and Values

Traditionalists 65-84	Baby boomers 50-64	Generation X 30-49	Generation Y Millennials 9-29
1925 to 1945	1946 to 1960	1961 to 1980	1981 to present
Practical	Optimistic	Skeptical	Hopeful
Patient, Loyal and Hardworking	Teamwork and Cooperation	Self-Reliant	Meaningful Work
Respectful of Authority	Ambitious	Risk-taking	Diversity and valued change
Rule followers	Workaholic	Balances work and personal life	Technology

Source: Constance Patterson, PhD



Traditionalists...65-84

History: WWII & Great Depression

- Managers do the thinking; employees do the work
- Organizations are hierarchical
- Loyal to employers – Job changing carries a stigma
- Duty before pleasure
- Traditional gender roles
- Formal communication (both written and spoken)
- Savers not spenders – do not use credit



Baby Boomers...50-64

History: Women Entering Workforce

- With 76 million in their generation, they are competitive but still value ethics
- Job changing puts you behind
- Children in daycare
- Education-oriented
- Will sacrifice to succeed
- Need recognition
- 2nd careers becoming commonplace



Generation X...30-49

History: Birth of the Internet

- Came of age when governmental/corporate corruption was openly identified, so generation is somewhat skeptical of the “*system*”
- Disagree with “*pay your dues*” mentality
- View lifetime career with same employer as unrealistic/unnecessary/not a good idea
- Self-managers/self-productive/entrepreneurial
- Because of role model set by parents, seek work/life balance
- Value parenting, education, diversity & independence



Generation Y...9-29

History: Technology, Diversity, 9/11

- Need a voice in the workplace
- Do not buy into 9-5 work routine
- Value professional development
- Don't like people to manage them – Coach instead!
- Strive to work faster, smarter & better
- Job changing is routine
- Accustomed to technology & immediacy
- Like collaboration
- Diversity is a part of life



Respecting Diversity



“To be one, to be united, is great. But to respect the right to be different is maybe even greater.”

Former President Jimmy Carter



Questions and Comments

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