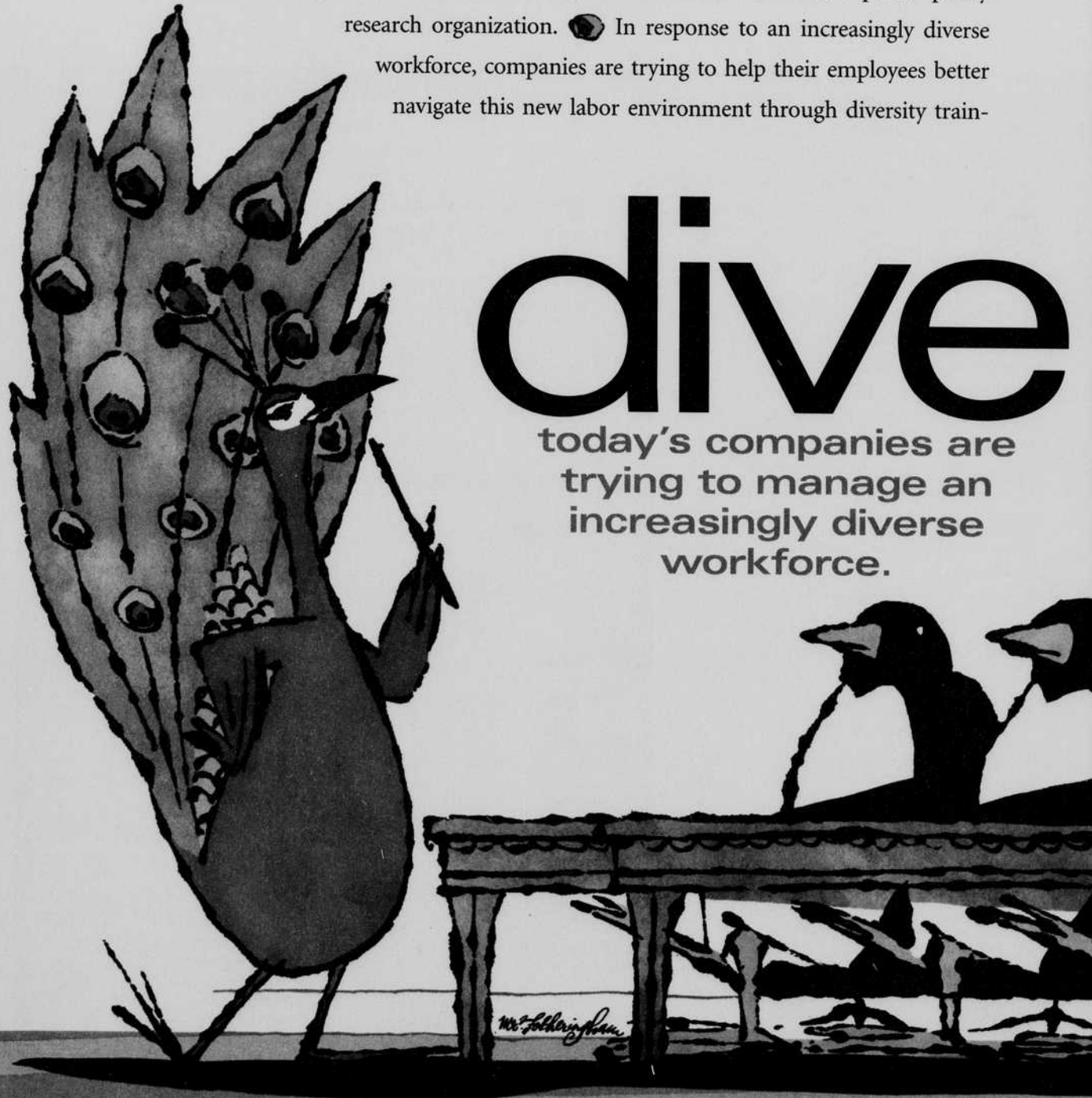


The next time you're charging through a job interview

or strolling through your present workplace, take note of the sex and race of those around you. And then—fast-forward—envision a scene of much greater diversity. In just five years, women, people of color, and immigrants will account for a whopping 85 percent of people entering the workforce, according to the Hudson Institute, a public policy research organization. In response to an increasingly diverse workforce, companies are trying to help their employees better navigate this new labor environment through diversity train-

dive

today's companies are trying to manage an increasingly diverse workforce.



ing. For a variety of reasons, however, many employees are wary of the efforts. "I felt I wasn't one of the people who needed it," says Eric Williams, a 32-year-old African-American internal auditor who reluctantly participated in his firm's mandatory diversity training. Estrella Nunes*, a 26-year-old Latina traffic manager, also has a negative opinion of the diversity training process. "It's all talk, no action," she says. And television writer Jeff Foster*, 27, a white male who feels he's already open to diversity, admits that he's been avoiding the training altogether. "I think it's just a way for HR firms to make money," he says. Williams, Nunes, and Foster are not alone. "Most people have no idea what diversity training is about. What it does

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