

Teaching Diversity

More than the color of a person's skin

Many people might think the color of a person's skin is what makes them different and that creating a diverse workforce can be achieved simply by mixing enough workers from each skin tone.

Wells Fargo Learning & Development Consultant Lisa Breschini in Portland says the diversity training classes her financial services company provides its team members definitely discuss the racial dimension of diversity, but they also explore many additional areas.

"Some people have said, 'I thought this was just going to be about race,'" Breschini said. "That is not the sole focus. We touch on many dimensions of diversity through lectures, group discussions, case studies, role playing, videos and even music."

Breschini said the training program that Wells Fargo provides its employees in Portland and across the nation encompasses both primary and secondary dimensions of diversity. Examples of primary dimensions include gender, age, race, ethnicity, mental/physical disabilities and



Wells Fargo Learning & Development Consultant Lisa Breschini leads a recent diversity training class in Portland for the company's employees. She is one of 142 diversity trainers the company employs across the nation for its workforce.

sexual orientation.

Secondary dimensions include education, marital status, religious beliefs and geographic locations.

"We help to expand peoples' definition of the term diversity and create an inclusive workplace," said Breschini.

One of the more recent trends in her classes is dealing with the integration of younger employees into the historically baby boomer-dominated environment, said Breschini. She called this part of the training "intergenerational understand-

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— Lisa Breschini, Wells Fargo learning and development consultant

ing."

"One of topics we talk about more these days is about the various generations in the workforce," she said. "Our tellers and bankers tend to be from Generation X and Y while a lot

of our customers tend to be baby boomers."

Wells Fargo is an example for companies that take diversity and diversity training seriously. All of its managers and most of its other team members

are required to attend diversity training. Last year, the company increased the number of its diversity trainers to 142, up from 35 trainers in 2005.

"Diversity is one of Wells Fargo's core values," Breschini

said. "It's not only the right thing to do. It also makes good business sense to have a workforce where everyone feels welcome and reflects the diversity of the communities we serve."

The diversity world is taking notice. A number of magazines have named Wells Fargo one of the best companies in the nation for employees who are Asian, Latino, Latina and African-American women.

Information about employment opportunities at Wells Fargo is posted at wellsfargo.com/careers.

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University of Phoenix Ranks #1 for Diversity

The University of Phoenix graduates more under-represented students with master's degrees in business, health care and education than any other university in the nation, according to a recent report by the publication *Diverse Issues in Higher Education*.

In its annual Top 100 Graduate Degree Producers report,

Diverse Issues in Higher Education also ranked the school, with campuses in multiple states, including the Portland-Vancouver area, as number one in African American and American Indian students graduating with master's degrees in all disciplines combined.

"I am thrilled that University of Phoenix has been recognized

in this special report," said University of Phoenix President William Pepicello. "This recognition speaks to University of Phoenix's long-held commitment to inclusion and to providing underrepresented students with access to higher education."

The study is the only one of its kind. *continued* ▼ on page B4

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