

**Source 2:** The Changing Definition of Workplace Diversity

In *The Changing Definition of Workplace Diversity*, by William G. Shackelford discusses today's changing definition of diversity, while considering the diversity philosophies of several corporations and authors. Employers have broadened their concept of what diversity is. The case for broadening the definition is built on the changing labor force demographics. The majority of workers entering the workforce this decade will be women, minorities and foreign nationals. The labor shortage that began in the 1990's will continue to grow and is projected to reach 10 million workers by 2010. Employers have moved diversity from a "nice thing to do" to a business necessity, says Donna Brazile. It's recommended to use your cover letter to highlight your diversity status, to include on your resume your fraternity or sorority membership, to mention any affiliation with prominent minority or diversity organizations, to include military service on your resume, to state any community service or other volunteer work, or to stress your willingness to apply your degree in non-traditional ways.

This source will be useful for my research because it pulls multiple primary sources together to show corporations' changing opinions on diversity over the years. It shows straight from the source what corporations are looking for. A lot of the articles we've read talk about what companies *should* look for in their employee demographic, but this article hears from the companies themselves. This adds a new perspective to my research previously unvisited.

Shackelford, William G. "The changing, definition of workplace diversity." *The Black*

*Collegian*, vol. 33, no. 2, Feb. 2003, p. 53+. *Gale OneFile: Diversity Studies*, [https://link-gale-com.libezproxy2.syr.edu/apps/doc/A108966746/PPDS?u=nysl\\_ce\\_syr&sid=PPDS&xid=e6572e7e](https://link-gale-com.libezproxy2.syr.edu/apps/doc/A108966746/PPDS?u=nysl_ce_syr&sid=PPDS&xid=e6572e7e).

