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Workplace Perceptions by People of Color

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Workplace Perceptions by People of Color

Abstract

Workplace Perceptions by People of Color is a study designed to gather information that illustrates concerns, problems, barriers or obstacles and instruments of success in the workplace from the perspective of People of Color. More specifically, the focus was on gathering information about employment conditions, organizational characteristics and the perceived access to resources needed to be successful in the workplace -including professional development, information management and guidance support mechanics.

Maxine Moore Ballard

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Workplace Perceptions by People of Color was designed to share with stakeholders the insights, perceptions and experiences of People of Color working in professional capacities in predominately white institutions and organizations. The study promotes both individual and organizational analysis to facilitate job satisfaction for People of Color. It is our hope that this study will enlighten, promote discussion and serve as a guide to evaluate whether an organization is a healthy place to work based on insights from the voices seldom heard, those of People of Color.

The goal of this study is to share insights from the perspective of People of Color working in predominately white organizations and institutions into:

.Career Management Concerns

.Perceptions held by People of Color of the career management process including the impact at various levels and functional areas on People of Color working in predominately white organizations and institutions.

.Data that illustrates how the concepts discussed influence the professional identity and career management of People of Color.

.Whether organizations and institutions are perceived as independent entities or considered an integral part of a larger social and cultural environment by People of Color.

.Whether the research participants view their organization as a part of the larger community within they live.

.Whether People of Color believe there exists a link between interpersonal influence between their organization or institution and other formal and informal relationships that make up their community which impact success.

SURVEY HIGHLIGHTS:

.The Top 25 companies from Fortune Magazine survey of 2002 "The Top 50 Best Companies for Minorities to Work" had an average minority employee composition of 41.2% as compared to 8% for the companies in the survey "Workplace Perceptions by People of Color.

.The Top 25 Best Companies for Minorities to Work had an average minority composition of 21 % on their Board of Directors and 28.8% Senior Minority Management employees ranking as compared to 2.2% for companies in our survey "Workplace Perceptions by People of Color ."

.89% or 4512 Respondents of Color did not have assigned mentors in their organizations.

Presenter

Maxine Moore Ballard is a workplace consultant, counselor and psychotherapist. She has over sixteen years experience working with individuals, organizations and employers on human resources and workplace issues. She a Masters degree in Counselor Education from Western Illinois University and a Bachelors degree in Speech Pathology from Grambling State University.

Ballard is a Partner in BALLARD & MOORE, LLC a workplace consultation firm specializing in custom training, workplace diversity, research and human resource projects. Before joining BALLARD & MOORE, LLC, Ballard held positions as Vice President of Human Resources Services for a Midwestern College, Vice President of Operations for a Medical Center and Director of Human Resources for private companies.

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