

Changing Workplace Diversity

The pandemic has not been the only cultural phenomenon to impact the workplace in the past year. The issue started bubbling up prior to “George Floyd”. As always there is usually an event that “strikes the match” to a cultural change. The pandemic discourse raised the issue of harassment of Asian Americans that widened to include various Pacific cultures. The recognition during Pride week focused on LGBTQ. The emphasis on companies for creating Diversity, Equity and Inclusion programs is increasing.

Those transitioning from the military and for military spouses is the fact that y’all have been in a culture that, even with its struggles, has a diverse workforce. I attended my first training in the USAF for cultural awareness occurred when I was a second lieutenant. We won’t say how long ago that was. However, there were continuous opportunities throughout my career. Each of you had these same learning opportunities along with the experiences of working in a diverse workplace. This was also enhanced by many of assignments overseas and exposed to the cultures of the host country.

This gives you an advantage as you now interview with potential employers to discuss the insights and lessons learned about these experiences. Focus on how your experiences enhance your abilities to relate to coworkers and customers. You say that you may not interact with customers? Remember that everyone has a customer. Some are external. Those from outside of the company whether they be paying customers, clients, contractors or even suppliers. Others are the internal customers, other employees.

So, you now see your advantage. Here’s your opportunity to shine in interviews describing your experiences. The workplace is evolving. Use this to your advantage.