

THE INCLUSIVE REPORT



Muslim who worked at Bath Iron Works files federal lawsuit claiming shipyard employees harassed and spat at him

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BRUNSWICK, Maine — A former Bath Iron Works employee who says he was harassed, routinely spat at by other employees and subjected to hate speech over a number of years because he is of Palestinian descent and a Muslim has filed suit in U.S. District Court claiming the company violated his civil rights. The suit also alleges that the defense contractor allowed an “anti-Muslim culture” to become ingrained at its facilities.

Husam D. Abed initially filed suit in Massachusetts in November, but U.S. District Court Justice Rya W. Zobel transferred the case to federal court in Maine on Thursday, according to court documents.

The suit, which seeks unspecified damages, alleges that from the time Abed began working as a designer at BIW in 2007 until he took a leave of absence and left employment last year, he “faced severe discrimination and harassment based

solely on his religion, race and national origin,” Abed’s attorney, Shaun M. Khan, wrote in a November complaint. In April 2014, the Equal Employment Opportunity Commission in Boston issued Abed a right-to-sue letter. Khan filed suit in November in Massachusetts, but attorney Jonathan Shapiro argued on behalf of BIW that Massachusetts was not the appropriate forum for the case.

Ibrahim Hooper of the Council on American-

Islamic Relations said Friday that the allegations didn’t surprise him, and that the country is in the midst of “a spike — at a minimum — in anti-Muslim rhetoric.”

<http://bangordailynews.com/2015/01/30/business/muslim-who-worked-at-bath-iron-works-files-federal-lawsuit-claiming-shipyard-employees-harassed-and-spat-at-him/>

WHY IT’S ON THE LIST

DiversityInc

Sodexo, with strong CEO commitment and a refocused diversity initiative, remains a world-class leader in diversity and inclusion. Sodexo is the only company to have been in the top two of the DiversityInc Top 50 for five years in a row. It has become the model for other companies through its use of diversity dashboards and scorecards to accurately measure and improve initiatives. The company’s streamlined and valuable metrics enable its top leadership to move the needle and are used to show

other organizations, including its clients, how to grow and assess diversity initiatives.

Both President and CEO George Chavel and Senior Vice President and Global Chief Diversity Officer Dr. Rohini Anandare world-renowned diversity leaders. A hallmark of their efforts is strong accountability factors, with 25 percent of top executives’ and up to 15 percent of senior management’s bonus compensation directly tied to diversity goals—and paid regardless of the financial performance

of the company.

This year, a realignment has focused both on workplace diversity efforts, including strong emphasis on recruitment and talent development, and on marketplace connections and supplier diversity. External efforts include its Diversity & Inclusion Business Advisory Board, which includes leaders of multicultural nonprofits, the private sector and former government leaders.

Sodexo continues to improve its best-in-class IMPACT mentoring

program and uses its talent-development efforts to bolster the diversity of its talent pipeline in all its business units.

Sodexo’s global focus is also inclusive, with Global CEO Michel Landel pledging that the company will have 25 percent women in its top 300 employees by 2015 and the organization having a strong global focus on hiring women, ethnic minorities and people with disabilities.

View the entire article at: <http://www.diversityinc.com/sodexo/>



Intel commits \$300 million to workplace diversity

By Troy Wolverton ■ 01/07/2015

LAS VEGAS -- Under fire along with other tech companies for its lack of diversity, Intel on Tuesday said it plans to dramatically increase the number of women and minority workers it employs within five years and will commit \$300 million to the effort.

In a keynote speech at the Consumer Electronics Show here, Brian Krzanich, the chipmaker's CEO, said the company has set a goal for its workforce -- at all levels of the company -- to become "fully representative" of the diversity of the country's available talent by 2020. Additionally, the tech giant will use the money in part to encourage more women and people of color to enter the industry. Additionally, the

tech giant will use the money in part to encourage more women and people of color to enter the industry.

"Intel intends to lead by example," he said. "We invite the entire technology industry to join us." Intel's move was praised by the Rev. Jesse Jackson, whose Rainbow PUSH Coalition has been encouraging tech companies to diversify their workforces.

To meet its goal, Intel will significantly increase its hiring of women and minority candidates and will focus on promoting and retaining them, Krzanich said. The company will also tie some of its managers' pay to meeting its diversity goals.

Krzanich committed the company to "regularly" releasing updates of

its progress toward meeting its goal.

"This isn't just good business," Krzanich said. "It's the right thing to do."

Krzanich acknowledged that the goal will be difficult to meet. According to a 2013 equal employment opportunity report, women constituted just 24 percent of Intel's workforce that year and less than 16 percent of its executives and senior managers. Taken together, black and Hispanic workers made up just 12 percent of Intel's total employee base and only 4 percent of its executives and senior managers.

http://www.mercurynews.com/census/ci_27270701/intel-sets-goal-employee-diversity?source=infinite

Unleashing the Power of Employees for Retention of Workers and Customers with Disabilities

Founded in 1966, Best Buy, headquartered in Richfield, Minnesota, started out as a stand-alone **Sound of Music** (now known as Best Buy) store in Roseville, Minnesota and has grown to over 1000 U.S. and global Best Buy stores. The Company also has several subsidiary brands. The company mission is, "Our formula is simple: we're a growth company focused on better solving the unmet needs of our customers" and we rely on our employees to solve those puzzles. Thanks for stopping."

Individuals with ASD (Autism Spectrum Disorder) were finding it to be challenging to gain and then retain employment with Best Buy due to social differences that ASD poses. Through several of our retail employees and individuals contacting FACE (Facing Autism in a Caring Environment a Best Buy affinity group) members, management knew the issue needed to be ad-

dressed.

In January 2011, they developed a collaborative approach with the Autism Society of Minnesota and members of their corporate training team to develop a comprehensive eLearning that would educate their employees on the characteristics of ASD and how best to work with an employee (or customer) on the spectrum.

Both Best Buy retail and corporate staff served on the eLearning development team including cashiers, finance team members, and services agents as they were primarily those impacted by the issue. Also serving on the training team were the co-chair of the Best Buy disability affinity group, INCLUDE, and two training eLearning developers. The team developed an eLearning software application at a cost of approximately \$10,000.

Best Buy considers this initiative yielded a tremendous return on in-

vestment. The majority of employees who completed this eLearning module commented that they now "get it" and that they realize that their co-workers or customers who exhibit behaviors presented in the training may have ASD and they now know how to work with them more effectively. It is also one of the highest rated eLearnings among thousands in Best Buy's Learning Lounge program. As a result of this success, Best Buy packaged the eLearning, making it customizable, and it is now available to any organization through the Autism Society of Minnesota. For Best Buy, the lesson learned is that when you educate and create awareness, you dispel myths and therefore lessen the fears people have in addressing people who are different.

Find the full article at:
<http://askearn.org/success-Best-Buy.cfm>