

EEO, AA, Diversity/Inclusion - What does it mean?

Definitions

Equal Employment Opportunity (EEO)

Federal Laws that prohibit discrimination in human resource policies and practices. Provides equal access and opportunity. No one is excluded from participation and is legally mandated.

Affirmative Action (AA)

Executive Order 11246 was developed because of the need to take action to begin to reverse historic patterns of employment discrimination against minorities and women. Action-oriented plans to actively seek out protected groups who had been excluded from participation in the workforce. Measures and good faith efforts in making affirmative action progress for minorities and women.

Diversity & Inclusion

Inclusive of all groups, focuses on developing an environment that maximizes the potential of all employees. Business necessity given workforce trends. Broader than ethnicity, race, and gender. Commitment to inclusiveness and advancement for purposes of product and service improvement.

