



Office of Human Resources

The Inclusion Council

Dear Colleague,

Welcome to our May Inclusion Council newsletter! This month's focus is on generational differences in the workplace and highlights the different experiences we have based on our generation and upbringing. We also highlight Asian American, Native Hawaiian, and Pacific Islander Heritage Month.

“Generational Differences in the Workplace”: A Webinar



OHR's Employee and Labor Relations was involved in a presentation on "Generational Differences in the Workplace" in April as part of the Civil Service and P&A Senates Seminar Series. As the presentation notes, for the first time in U.S. history, five generations are now collaborating in the workplace, each of which brings different attitudes, expectations, and preferred communications methods:

Traditionalists (2%): Born 1925 to 1945

Baby Boomers (25%): Born 1946 to 1964

Generation X (33%): Born 1965 to 1980

Millennials (35%): Born 1981 to 2000

Generation Z (5%): Born 2001 to 2020

(Source: Purdue Global University)

This [digest of information](#) from that April 21 webinar also includes:

- [Slides](#) from the presenter (with some updates)
- Instant poll results (within the [slides](#))
- Handouts
- Answers to questions not addressed in the Q&A
- Resources from the audience and the speaker

There Is Growing Segregation in Millennial Wealth



Researchers from the Federal Reserve Bank of St. Louis studied consumer finance data and identified some appalling trends in Millennial wealth, according to a recent [MPR News story](#). For example, a typical Millennial without a college degree has 19% less family wealth than what previous generations without a degree had when they were the same age. Millennials who graduated from college, on the other hand, have just 4% less wealth than their similarly educated equivalents in generations past. This growing inequality shows that today's blue-collar and low-income workers have

less upward mobility than did previous generations. In addition, while white Millennials trail the wealth of previous generations of white Americans by only 5%, Black Millennials trail previous generations of Black Americans by 52%, and the trend is only growing.

The Case for Hiring Older Workers



Biases and stereotypes can certainly affect our views in life, and ageism is one that can creep into the workplace. Too often a person's age will be a factor as hiring committees or managers consider someone's ability to do the work successfully. This [article](#) from the *Harvard Business Review* argues the case for sidestepping ageism stereotypes and hiring older workers.

May Is Asian American, Native Hawaiian, and Pacific Islander Heritage Month



We celebrate generations of Asian Americans, Native Hawaiians, and Pacific Islanders, who have made tremendous contributions to the United States of America and its culture—not only in the food we eat but in [art](#), [inventions and other social contributions](#), [literature](#), [civil rights and labor rights](#), and more.

They are our neighbors, co-workers, friends, and family. To celebrate and learn more about the Asian American, Native Hawaiian, and Pacific Islander people, causes, and culture, visit:

- [Minnesota Asian Stories](#) (website)
- [Keeping Love Close](#) (*New York Times* article of photo galleries from Asian American photographers)
- [Asian Americans](#) (PBS TV series)
- [Asian American and Pacific Islander Experiences](#) (Dakota County events calendar of ANHPI Heritage Month festivities)
- [Asian Americans Advancing Justice/AAJC](#) (website)
- [Josh Tatofi's music](#) (YouTube video)

Links to More Resources

- ["Higher Ed's Multigenerational Work Force"](#) (report)
- ["Different Motivations for Different Generations of Workers: Boomers, Gen X, Millennials, and Gen Z"](#) (article, *Inc.* magazine)
- [Andy Stanley Leadership Podcast: Generational Diversity in the Workplace, Part 1 on Apple Podcasts](#)
- [Be More Podcast: Generational Differences and Mutual Mentorship](#)
- ["Managing the Multigenerational Workplace: Answers for Managers and Trainers"](#) (article, *CUPA-HR Journal*)
- ["How to Manage Intergenerational Conflict in the Workplace"](#) (article, SHRM)

- ["Research Finds Diversity Leads to Better Decision-Making"](#) (article, SmartCompany)

Questions to Consider and Share on the OHR Inclusion Council Slack Channel

- What challenges do generational differences present as an employer in higher ed?
- How do age differences affect our ability to manage people effectively?
- How has your viewpoint on generational differences changed over time?
- What can you do to ensure that your colleagues from different generations feel welcome and supported at the University?

Sincerely,

Josh Iniguez and Sondang Cornelia
OHR Inclusion Council Co-Chairs

THE LAND

The University of Minnesota Twin Cities is built within the traditional homelands of the Dakota people. Minnesota comes from the Dakota name for this region, Mni Sota Makoce—the land where the waters reflect the skies. Each day, the students, faculty, staff, and community members who traverse this campus engage with Dakota territory and should reflect on the ongoing relationship that Dakota people have to this area.

—Adapted from a statement by Iyekiyaipiwiŋ Darlene St. Clair, Bdewakantunwan Dakota

This email was sent to OHR staff on behalf of Josh Iniguez and Sondang Cornelia on May 12, 2021, by the Office of Human Resources, 100 Donhowe Building, 319 15th Ave SE, Minneapolis, MN, 55455, USA. The University of Minnesota is an equal opportunity educator and employer. [Read our privacy statement.](#)

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