



Welcoming Workplaces Website Material

Leveraging York County's Diversity

WW Council Purpose

- ❖ The Welcoming Workplace Council will consist of C-suite executives from the county's top employers in order to **spotlight, share, develop and expand policies and procedures** to **build and retain a more diverse workforce**, and **establish more welcoming workplaces** for diverse individuals, and grow the number of organizations and companies committed to the **best practices identified by the council.**



Difference is Natural

D**I****V****E****R****S****I****T****Y**

Different

Individuals

Valuing

Each other

Regardless of

Skin

Intellect

Talents or


Years



This message is presented to you by the Pennsylvania Human Relations Commission. Visit us at phrc.pa.gov

2000 to 2010 Total Population Growth

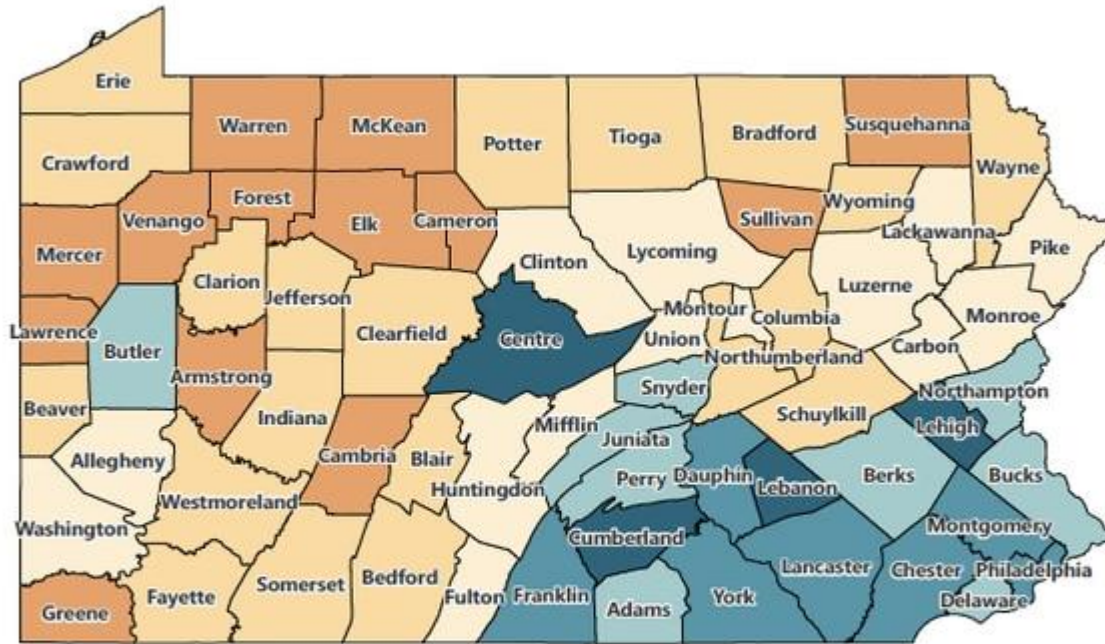
Neighboring States



■ Ohio	+1.6%	■ Kentucky	+7.4%
■ New York	+2.1%	■ Maryland	+9.0%
■ W. Virginia	+2.5%	■ Virginia	+13.0%
■ New Jersey	+4.5%	■ Delaware	+14.6%

Where did PA rank? **3.4%**

PA.'s population is flattening after two decades of slow growth, but Philly/Harrisburg corridor continues to grow



PA State Data Center
 This map shows the changes by percentage in Pennsylvania's population since **2010** at the county level. Statewide growth is **0.8%**.


- Decreased over 5.0% (13)
- Decreased 2.6% to 5.0% (20)
- Decreased 0.0% to 2.5% (14)
- Increased 0.0% to 2.5% (9)
- Increased 2.6% to 5.0% (7)
- Increased over 5.0% (4)



Updated Apr 22, 2019; Posted Apr 22, 2019

<https://www.pennlive.com/news/2019/04/pas-population-is-flattening-after-two-decades-of-slow-growth-but-philly-harrisburg-corridor-continues-to-grow.html>

USA, PA, Delaware, Maryland Footprint

Persons of Color (Minority) ▲ Population %		2010 Census	2019 Estimate	2010/ 2019 <u>65+</u>	
	U.S.A.	36.3%	39.9%	13.0%	16.5%
	Pennsylvania	20.5%	24.3%	15.4%	18.7%
	Delaware	34.7%	38.3%	14.4%	19.4%
	Maryland	45.4%	50.0%	12.3%	15.9%

Source: U.S. Census Bureau, 2010 Census & 2019 Census Estimates Quick Facts

Data Compiled on October 1, 2020

Sample PA & MD County Footprint

Persons of Color (Minority) ▲ Population %	2010 Census	2019 Estimate	2010/ 2019 ▶ <u>65+</u>	
Chester County, PA	18.1%	21.2%	13.0%	16.8%
Cumberland County, PA	11.8%	15.4%	15.6%	18.8%
Dauphin County, PA	30.2%	35.5%	13.8%	17.4%
Lancaster County, PA	15.3%	18.7%	18.2%	18.4%
York County PA	14.0%	17.4%	14.1%	18.0%
York City, PA	55.8%	62.5%	9.1%	9.4%
Carroll County, MD	8.8%	11.7%	13.1%	17.3%
Harford County MD	20.7%	24.9%	12.5%	16.6%

Source: U.S. Census Bureau, 2010 Census & 2019 Census Estimates Quick Facts

Data Compiled on October 1, 2020

Global Mind Set Dividend



It makes sense that a **diverse** and **inclusive** employee base – with a range of approaches and perspectives – would be more competitive in **a Globalized Economy.**

WW Resource Links

❖ PA Work Smart.. Live Happy

- <https://dced.pa.gov/download/work-smart-live-happy-declaration/?wpdmdl=81791>

❖ McKinsey May 2020 Report – Diversity Wins-How Inclusion Matters

- <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>

❖ Forbes article on 2020 McKinsey Report

- <https://www.forbes.com/sites/janicegassam/2020/05/19/mckinseys-new-report-finds-that-diversity-does-not-equal-inclusion/#6f5e5fb87066>

❖ McKinsey Diversity Reports

- First: 2015: Why Diversity Matters <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
 - Second: 2017/2018: Delivering Through Diversity: <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
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