



Generational Inequities in Corporate America

Description:

The most successful companies also tend to be the most diverse. But while we typically associate diversity in professional settings with gender and racial differences, this dedication to diversity should also include age. Generational diversity refers to having a vast range of ages represented in the workplace.

Now more than ever, workplaces are reckoning with the concept of generational diversity. Part of this is because there are more people over the age of 60 than under the age of 15 in Europe and North America for the first time in history. At this rate, more than half of the population in Western Europe will be over the age of 50 by 2030.

This panel will discuss how to create a supportive culture, developing a better understanding of the generational composition of your workforce, facilitating regular discussion about generational issues, and developing a set of programs and policies that are broad enough to address the needs of all workers throughout the working life (e.g., family leave policies that appeal to both younger and older workers) and encourage positive interactions between different age cohorts (e.g., mentoring programs).

Reference materials:

- [Older and Younger Bosses Disagree on Remote Work](#)
- [The 37-Year-Olds Are Afraid of the 23-Year-Olds Who Work for Them](#)
- [The Dangers of Mistaking Diversity for Inclusion in The Workplace](#)
- [7 Best Practices to Confront Age Bias, Build Generational Diversity](#)
- [Generational inequality](#)
- [How reverse mentorship can help create better leaders](#)
- [Generational equity and the 'Next America'](#)