

DIVERSITY & INCLUSION

Quarterly Newsletter

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The Strength of a Generational Workforce

By Marie Ortega

In today's workplace, several generational groups make up the workforce. We are familiar with the terms Baby Boomers, Gen Xers, Millennials, and Gen Z's. The more we understand each generation's unique strengths and qualities, the more we can tap into those strengths and be more successful at work.

Katherine Johnson is a licensed psychologist and a Client Care Counselor at LifeWorks. According to Johnson, "Working with people of different ages can be highly rewarding, opening the door to new approaches, ideas, and mentoring relationships.

"It is first necessary to highlight that each of us is an individual with a unique personality and approach to life. Our life experiences, and the generation into which we were born, affect how we function in the world today. Although this is not the only aspect of our lives that influences us at work, it is helpful to understand the generational contexts of our colleagues.

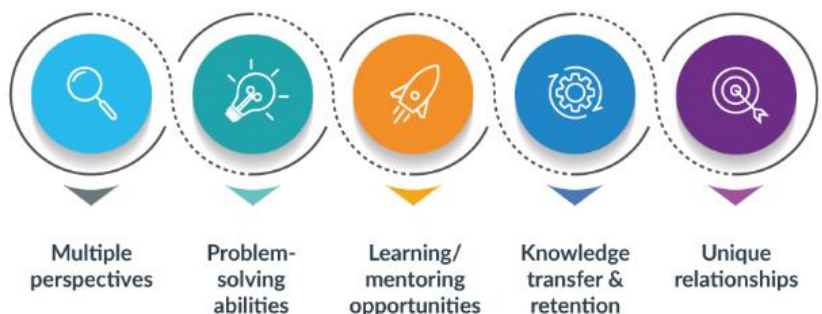
Johnson says that understanding the different age groups in the workplace helps us bridge generational gaps with colleagues, which can contribute to a collaborative and rewarding experience. We should avoid generational stereotypes and seek mentoring opportunities, as all employees of all age groups value mentoring relationships. Seek out ways to work collaboratively. Show appreciation, as everyone wants to feel valued, needed, and successful, regardless of age.



Baby Boomers (born 1946-1964) Current Age 58-76
Gen Xers (born 1965-1980) Current Age 42-57

Millennials (born 1981-1996) Current Age 26-41
Gen Z (born 1997-2012) Current Age 10-25

Multigenerational Workforce Benefits





I've been making this recipe for my family for years. I love it because it's so versatile – you can substitute nearly every ingredient to change the flavor or color of the finished dessert. Use a traditional baked pie crust or your favorite gluten-free crust. Swap out the berries for any fresh fruit, or even chopped nuts and chocolate chips for a more decadent dessert. Any flavor of instant pudding will work, but I recommend the cheesecake flavor for this combination.

- Recipe submitted by Alisha Nason



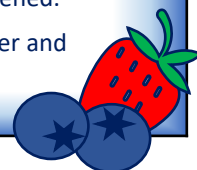
No-Bake Pudding Pie

Ingredients

- 1 9-inch pie crust (pre-prepared)
- 1 1oz. Packet of Jell-O Instant Pudding
- 2 cups whipping cream
- 1 cup fresh sliced strawberries
- 1 cup fresh blueberries
- 1 tablespoon sugar

Directions

1. In a medium bowl, mix strawberries, blueberries, and sugar. Let sit 10-15 minutes.
2. In a large bowl, add whipping cream and instant pudding mix. Whisk until smooth.
3. Transfer the pudding mixture into the pre-prepared pie crust and let set 5-10 minutes until thickened.
4. Top with mixed berries and serve – or – cover and store in the refrigerator for up to 3 days.



Leadership Through Inclusion Resource Center

What is diversity REALLY about?

The dictionary definition of diverse says, “showing a great deal of variety; very different.” **Diversity** is including or involving people from different social and ethnic backgrounds, different genders, sexual orientations, ages, etc.

How does that apply to each of us in our everyday lives? What is diversity really about?

Diversity is about perspective.

At BlueScope, **Our Bond** is “Our communities are our homes.” Every BlueScope employee has a different perspective on what that means and how best to embody it and bring it to life. We all have unconscious biases and blind spots, it's part of being human, but we can all improve with diversity. The more perspectives that look toward a common goal, the better we can see the whole picture and make a path toward that goal. A shared vision is what brings people together in our diversity. Inclusion is the state of being included. **Inclusion** aims to embrace all people irrespective of race, gender, disability, medical or other needs. It is about giving equal access and opportunities and eliminating discrimination and intolerance. Our Diversity and Inclusion Advisory Council is a council that advises on how best to include different perspectives equally and respectfully.

Inspired by: What Diversity & Inclusion is REALLY About | Simon Sinek



The CPNA Diversity & Inclusion Advisory Council

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