Immigrants in the Workplace – Exclusion, Inclusion and a Framework

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Introduction

- Immigrants are important to the success of America and to the organizations in which they work.
- Immigrants face a lack of inclusion within their workplaces which affects their performance.
- This results in:
  - low engagement
  - low participation
- Focusing on inclusion efforts for this population will improve their level of engagement at work, which benefits the organization and the employee.
- I am focusing on legal immigrants who are in minority populations and are professionals in the technology industry.

Method

- A literature review and a framework for immigrant inclusion, covering the following topics:
  - Immigrant exclusion and lack of immigrant inclusion
  - Immigrants are good for this country and organizations
  - Ways to include immigrants in the workplace resulting in a framework for immigrant inclusion

A Framework – Process Flow

Leadership

- Design leadership buy-in for inclusion strategy implementation.

Finances

- Ensure and obtain finances for inclusion strategy implementation.

Immersions

- Provide employees with cultural intelligence training.

Culture Change: Foster a culture of acceptance and inclusion

- Employee provided mentorship.
- Open/transparent job structure.
- Diversity/Personnel Training.
- Leadership structures.
- Cross-training.
- Diversity dressing.
- Self-managed teams.
- Chief diversity officer.
- Gender.

Measure Progress

- Obtain feedback.
- Establish metrics.

Analysis

- Analyze results of inclusion strategy.

Other Conclusions:

- Not much literature exists on immigrants in U.S.-based organizations.
- Immigrant professionals tend to be highly educated.
- Immigrants come to the U.S. on H1B work visas for jobs that companies can’t fill locally.
- Immigrants in the technology industry mostly work in software and subsequent manufacturing.
- Many economists and other researchers have quantified immigrant value to the U.S by studying and analyzing:
  - immigrant invention.
  - immigrant entrepreneurship.
  - immigrant contribution to STEM fields.

The New Colossus

Not like the brazen giant of Greek fame
With conquering limbs astride from land to land
Here at our sea-washed, sunset gates shall stand
A mighty woman with a torch, whose flame
Is the imprisoned lightning, and her name
Mother of Exiles. From her beacon-hand
Gives her God-speed to every wandering
The air-bridged harbor that twin cities frame
"Keep, ancient lands, your storied pomp!" cries she

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- My brother
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WHAT EVERYONE THOUGHT WAS CHANGED BY THE RESTLESS IMAGINATION OF A FEW