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On The Move

Diversity News

France's Burqa Ban In Effect Next Month by the CNN Wire Staff

France's law banning the burqa and other Islamic face coverings in public places will go into effect on April 11, the prime minister's office said.

The law imposes a fine of 150 euros (\$190). The person breaking the law can be asked to carry out public service duty as part of the punishment or as an alternative to the fine.

Penalties for forcing a person to wear a

burqa are also part of the law. The government has called this coercion "a new form of enslavement that the republic cannot accept on its soil."

French people backed the ban by a margin of more than four to one, the Pew Global Attitudes Project found in a survey. Clear majorities also backed burqa bans in Germany, Britain and Spain, while two out of three Americans opposed it, the survey found.



The ban pertains to the burqa, a full-body covering that includes a mesh over the face, and the niqab, a full-face veil that leaves an opening only for the eyes. The hijab, which covers the hair and neck but not the face, and the chador, which covers the body but not the face, apparently are not banned by the law.

Immigration Wars—More States Looking at Arizona-Style Laws

An Excerpt by Huma Khan • Read the full article at <http://abcnews.go.com/Politics/immigration-wars-texas-georgia-oklahoma-arizona-style-laws/story?id=13050716>

Undocumented nannies, housekeepers or lawn caretakers in the state of Texas can perhaps breathe easier about deportation. While new legislation in the Texas House of Representatives would make it a state crime to hire undocumented workers, it excludes those employed in single-family households.

More than 100 immigration-related bills are pending in the Texas legislature alone, including those that would give state and local police officers the authority to enforce federal immigration laws, make English the official language and prevent undocumented students from getting in-state tuition and scholarships.

In Indiana, Republican Sen. Mike Delph introduced legislation that would require state and local police to ask a person they have stopped for a violation for proof of legal residence if the officer has a "reasonable suspicion" the person is not a citizen or is in the country illegally. It also contains penalties for businesses that hire illegal immigrants. The Utah House passed a bill that would require law enforcement to detain anyone for a misdemeanor or felony if he or she cannot prove citizenship or legal status. In Alabama, legislators are set to vote on a bill that would make undocumented residents guilty of trespassing, a crime punishable by up to a year in prison. South Carolina is considering an Arizona-style measure that would give law enforcement the authority to check people's immigration status.

States enacted a record number of bills and resolutions on immigration issues during the 2010 sessions, and every state that met in regular session in 2010 considered laws related to immigrants, according to a National Conference of State Legislatures report. Forty-six state legislatures and the District of Columbia passed 208 laws and adopted 138 resolutions for a total of 346.

The momentum is being driven by the ascent of Republicans in state legislatures and the U.S. House of Representatives. Many GOP leaders, especially in Southern and Midwestern states, made immigration a flagship issue of their campaigns.



EXECUTIVE POINT:

Rolling Back the Hands of Time

By Leah Smiley

In addition to the anti-immigration legislation, states across the U.S. are trying to strip unions of their power.

In lieu of the upcoming Presidential election, it makes sense to eradicate the groups that traditionally support certain political parties. Nevertheless, defying the institutions that have contributed to American global dominance may not be as wise over the long run.

Additionally, as corporate support for diversity and inclusion wanes, industry practitioners should prepare themselves for a

tumultuous ride ahead--politically, professionally, and personally.

"Budget shortfalls" serve as the culprits for eroding support of unions, anti-immigration agendas, and unfunded social programs. This has resulted in a phenomenon that is similar to "rolling back the hands of time".

My advice to anyone who works in the field of diversity and inclusion is to secure your position.

We already see a trend in the industry where folks are shying away from

using the terms, "diversity" or "inclusion". This is partly because critics have been very successful in aligning diversity and inclusion programs with the failed policies of Affirmative Action.

So how can you secure your position? One great way is to build stronger relationships with senior management. And don't just rely on the President's support only. Any little problem could force his/her resignation and put you on the outs. Another way is to link your results to business goals, document it, and distribute your findings to key stakeholders regularly.

UPCOMING EVENTS:

Register at www.societyfordiversity.org

"The Engaging & Effective Manager" Webinar

With Leah Smiley
Tuesday, March 15, 2011
11:00am – 12:00pm (EST)

"Diversity & Inclusion Certification: Why Now?" Webinar

Thursday, March 31, 2011
12:00PM – 1:00PM (EST)

"Diversity's Bottom Line: People, Profit, Passion" Summit A Senior Leadership Discussion

Tuesday, April 19, 2011
at Nova Southeastern University
Ft. Lauderdale-Davie, FL

Contributing to the Bottom Line with Cost Saving Ideas

By Leah Smiley

Now is a great time to begin thinking about how you can save your company money.

Following are some easy cost cutting tips:

1. Go Green! Reduce printing, use recycled products, and purchase energy-efficient technology.
2. Use laptop computers. These portable computing machines consume 90 percent less energy than standard desktop computers.
3. Do it online. Internet-based technologies such as web-conferencing and webinars can save thousands of dollars in travel and expenses.

4. Get an intern. Instead of hiring a full-time employee for an administrative task, give a college intern the ability to get some professional work experience.
5. Take advantage of member rewards. Maximize your rewards points by double-dipping on programs for many of your office and electronics purchases. You can get points from your credit card provider as well as stores like Staples.
6. Clean up your mailing list. Adding Zip+4 numbers will make your mailings eligible for bar-code discounts. Also, prevent mail from returning to you from old or incomplete addresses.
7. Use online coupons.
8. Start a blog or an e-newsletter.
9. Advertise on local television stations.

10. Take advantage of early-bird specials.
11. Book airline travel on Tuesday or Wednesday.
12. Renegotiate consultant contracts.
13. Attend lower-cost seminars and events.

This is just a start, but these tips will definitely help your business make ends meet during the economic crunch.



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