Developing effective approaches to the increasingly diverse workforce in the United States is essential for supporting a healthy society. The proposed paper is based on a six-year collaboration to address issues of workplace diversity with a manufacturing firm in Northeastern Massachusetts. Chem Pro\(^1\) has taken a proactive approach to both employing a diverse workforce and promoting positive relations among diverse workers. Members of the UMass Lowell Workplace Diversity Project through the Center for Women and Work began working with Chem Pro in 1995 when the Company President and Director of Human Relations expressed interest in better understanding the ways race and gender dynamics affect workers. Jointly, we developed the *Workplace Chemistry Initiative* guided by the following mission statement:

> To create a work environment at Chem Pro where every individual regardless of race, gender, and/or disability can work at their best by creating a culture of flexibility and sense of inclusion where all people feel wanted and appreciated.

The shared interest in working to better utilize a diverse workforce enabled Chem Pro and UMass Lowell to establish a collaborative relationship, which began with interviews then a plant wide survey to identify central areas of concern. This was followed by work with an internal team to develop a workplace diversity training curriculum. The training has been offered to about half of the 200-employee plant (91 people). The rest of the training had to be postponed due to cut backs in the overtime needed to allow workers to attend, but should continue in Fall 2002.

We are currently working on an analysis of changes over time and an evaluation of the diversity training conducted thus far. The proposed paper would summarize what we have learned from our assessments of: 1) reactions to training (process evaluations, pre-post evaluations, interviews fall 99), 2) changes in learning: attitudes, beliefs & skills (pre-post evaluations, follow up questionnaire), 3) results for the quality of work life and job satisfaction, and 4) results for work effectiveness (file data re: performance evaluations, sick time, disciplinary action, etc.).

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\(^1\) Chem Pro is not the real name of the company, but rather one adopted for the purposes of this paper.