

Discussion Task #1

Your group represents the Board of Directors of a large international retail company with more than 800 stores and over 300,000 employees. The CEO has called a special meeting of the Board as he has received several letters from shareholders expressing concern over DEI policies enacted by the company. The shareholders are concerned about the constitutionality of the policies, the potential for lawsuits, and the effect this may have on sales and profitability. The CEO has repeatedly stated the DEI policies are necessary and that this “commitment to inclusion” has led to greater customer satisfaction.

Your group must look at the pros and cons of continuing or abandoning the DEI policies within your company and justify your decision. Keep in mind that your purpose as a board is to provide policy in order to have a functional, profitable company operating within the law, and that you are ultimately accountable to the shareholders.

Discussion Task #2

A growing problem in the workforce of both rural and metro areas is a lack of people learning the skills to work in the trades (plumber, electrician, mechanic, etc.) for a career. As many of the tradesmen in your area are approaching retirement, your county board has decided to study the situation in order to hopefully attract more tradesmen into the area.

Since you are students preparing to enter the workforce, your group has been called together to provide a report to the board regarding this issue. Specifically, they want to know why young people are not entering the trades and how to make the trades more attractive. Points to consider include exposure to the trades in high school, perceived social status and salaries, quality of lifestyle in the workplace, what young workers don't like about skilled trades, and the consequences of not having tradesmen in the area and how it will affect the community.

Discussion Task #3

The Covid Pandemic directed a lot of focus back on work productivity and mental health in regards to the workplace environment. A couple of recent examples include San Juan County moving to a 32-hour work week in 2023, and a CBS report from the summer of 2024 noting that the Carlton School District in Minnesota is moving to a 4 day week for staff and students. In addition to on-site hours, an article by The Workplace Consultants website promotes and sells furniture for “Wellness Areas,” which include anything from relaxation and meditation spaces to video games and foosball tables.

You are members of a MN Department of Health committee tasked with examining mental health in the municipal, corporate and business workplace. Your task is to provide a set of recommendations for employers as to how they can better equip their work environment to meet the mental health needs of the employees. You must take into consideration two main factors: the benefits vs financial costs associated with altering facilities and adding furniture, and the benefits vs financial costs of an altered work week. Your list should include at least 5 recommendations.