Equal Employment Opportunity Laws and Health Care Human Resource Management.

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# Introduction

The disparity in terms of the racial and ethnic representation is one of the biggest issues that is being faced in terms of the human resource management these days (Tartaglia et al. 2007). As the awareness with regards to these issues have increased, there is an increase consensus among all the stakeholders to make sure that some sort of effort is needed to be made to mitigate this effort. In this regard, the role of the different stakeholders becomes all the more important in the sense. Now, one industry in which the disparity is not being talked about enough is the long-term care and healthcare industry. Despite the fact that healthcare industry is one of the biggest industries, one gets to see considerable prejudice as far as the way treatment of the different people is witnessed in this industry. The need of the hour is to realize what are some of the issues that one gets to see with regards to the disparity among the different racial profiles and how the level of control can be achieved in this regard (Tartaglia et al. 2007).

# Racial and Ethnic Disparity in the LTC

As per the research that was carried out during last year, it was seen that about 33 % of the whole population of the United States is comprised of the ethnical and racial minority and thus it means that they are sizable portion of the whole market. The rate at which the population among these demographics is increasing, there is an estimate that this number is going to reach as high as 50 % in the next three decades (Pynes & Lombardi, 2011). At the same time, when one talks about children, they comprise about 43 % of the total children that receive long term care and they belong to the ethnic and racial minority (Freeman et al. 2012). It implies that there is greater population at risk at the moment when it comes to the long-term healthcare issues and one of the key things that is needed to be done in this regard is to make sure that what can be done. As far as the disparity in the healthcare and long-term care is talked about, as per conservative estimates, the risk of the higher blood pressure and the cardiac issues is about 40 % higher in the racial and ethnic minorities as compared to the white people (Pynes & Lombardi, 2011). At the same time, the other major concern with regards to this population is that they are twice as likely to get the diabetes and other such ailment as compared to the white male (Freeman et al. 2012). The general estimates that are made in this regard goes to show that about 38 % of the blacks are moving towards obesity. The statistics among the American Indians are also not encouraging (Freeman et al. 2012). It has been estimated that the risk of asthma and other such diseases is about 9 % higher as compared to the white Americans (Hurtado et al. 2012).

# Opportunities and Challenges Associated with the Heterogenous Workforce

One of the things that can be done to make sure that some sort of mitigation regarding the whole issue can be developed is that the evaluation of the workforce is needed to be carried out. What it means is that effort is needed to be made to ensure that some sort of balance is needed to be brought back into the healthcare workplaces (Freeman et al. 2012). The idea is to ensure that some sort of heterogeneity is needed to be created with regards to the way healthcare management is needed to be carried out to ensure that better perspective is developed with regards to the way healthcare concerns of the general populace are needed to be taken care off. The other aspect that is very important during the course of the whole thing is to ensure that how this balance is going to be achieved at the broader level in the workforce (Freeman et al. 2012). The greater balance in terms of the workplace demographic would make sure that the people who are in the healthcare sector are going to be much more aware of some of the long-term issues that are faced by people at the given point of time. Not only that, the other thing that is needed to be done is to ensure that effort must be made with regards to making sure they would have much more knowledge about the healthcare issues that are being faced by this demographic (Freeman et al. 2012). Not only that, due to the fact that they are going to be the part of that community, it would also ensure that they are going to be in much better position when it comes to making sure that they have better understanding of the healthcare challenges of the diverse population that is opting for the long term care. With that knowledge, they are going to be better place to council and come up with a better healthcare solution (Hurtado et al. 2012). There are going to be some challenges as well (Freeman et al. 2012). The mechanism through which the whole thing is going to be implemented at the workplace is quite hard to achieve. What it means is that effort would be needed to be carried out to ensure that all the stakeholders that are the part of the healthcare delivery process must get together and there should be a conscious effort that how the education and expertise are being developed at the community level with regards to the different ethnicities that goes a long way towards improving the overall state of people (Freeman et al. 2012).

# Type of Discrimination and the Reason for the Migration of the Healthcare Employees

At the moment, there are lot of issues that are faced by these people who belong to different ethnicities and races when it comes to how they are supposed to be proving themselves. Most of the times, what happens is that the language barrier and the lack of communicational expertise means that they are not able to communicate well in the healthcare environment. Not only that, the odds are so much stacked against their favour is that they have a hard time making sure that they are able to achieve greater sense of balance among their professional duties and how they are being perceived at a workplace (Freeman et al. 2012). The reason for their migration is that they have a much greater chance of climbing the social ladder in some of the other countries where they are able to integrate well with the local populace and this they consider taking up other options that might align well with some of the future goals that they have setup for themselves at a particular point of time (Hurtado et al. 2012). To reduce racial and ethnic health disparities, advocates say health care professionals must explicitly acknowledge that race and racism factor into health care. Less directed efforts to improve health outcomes, ones for instance that fail to consider the particular factors that may lead to worse outcomes for blacks, Hispanics, or other patients of color, may not lead to equal gains across groups — and in some cases may exacerbate racial health disparities.

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