



Years of Change: Intergenerational Diversity in the Workplace

ACBA Committee on Diversity and Inclusion





What is Intergenerational Diversity?

Generations Defined

The Silent Generation

- Born between 1925 and 1945
- Also referred to as Traditionalists
- Oldest generation in the workforce

Generations Defined

The Baby Boomer Generation

- Born between 1946 and 1964
- One of the largest generations in U.S. history
- Tend to be in workforce longer than previous generations

Our Panel Member:

Rodney Akers

- J.D., Harvard Law School
- Retired Deputy General Counsel in the Pennsylvania Governor's Office of General Counsel
- Adjunct Professor

Generations Defined

Generation X

- Born between 1965 and 1979
- Also referred to as the “Middle Child” generation
- Known in the workforce for being resourceful, independent and creative

Our Panelist:

The Hon. Nicola Henry-Taylor

- J.D., Duquesne University
- Judge of the Allegheny County Family Division

Generations Defined

Millennials

- Born between 1980 and 1994
- First generation to grow up with technology
- Higher emphasis on work/life balance than prior generations.

Our Panel Member:

Allison Bustin

- J.D., University of Pittsburgh School of Law
- Associate with Eckert Seamans

Generations Defined

Generation Z

- Born between 1995 and 2012
- New to the workplace but growing
- Referred to as the “First Global Generation”

Panelists, Continued

Danielle Mundekis

- Director of Inclusion for Eckert Seamans
- Co-Chair of the ACBA Committee for Diversity and Inclusion
- PA SHRM Director of Diversity and Inclusion



What challenges do we face
across generations in the
workplace?

Communication Styles

Face-to-face interaction v. text messages or social media interaction

Formal speech v. popular jargon

Appropriate topics in the workplace

Forms of Validation

Formal recognition v. validation through acts

Public v. private validation practices

Emphasis on benefits v. acknowledgement

Remote Workplace

Benefits of in-person interaction v. benefits of a flexible work environment

Advantages of “proximity” v. maintaining a work life balance

Dress Code

Changes in formal dress and definition of business casual

Attitudes related to correlation between how we dress and our chances of success

Office Politics

Appropriate topics of conversation in the workplace

Addressing perceived favoritism, etc.

Handling concerns and complaints

Panel Members

Ashley Rodgers (Moderator)

Lewis Brisbois, Bisgaard & Smith

Rodney Akers

Office of General Counsel (Ret.)

Judge Nicola Henry-Taylor

Allegheny County

Allison Bustin

Eckert Seamans

Danielle Mundekis

Eckert Seamans

CDI Co-Chairs: Danielle Mundekis

Sima Lofti