

**SELF-REFLECTION MODULE 5:**

# Marginalization of the Older Worker

Marginalization is a term often associated with exclusion. It is primarily a social phenomenon in which someone is pushed to the edge or outside of a group and perceived to be less important than the other group members. Often their voice is not heard, and their needs or desires are ignored.

## Section 1: Marginalization and Fairness

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Take a moment to think about and gain insight into your views about marginalization and fairness.

**1. List examples of marginalization that you observed in the scenario you just witnessed. Who instigated the marginalization and why?**

**2. What are your initial thoughts about the interactions between:**

**a. Joy and her coworkers**

**b. Joy and her manager Marsha**

3. If you were in Joy's position, how would you feel?

4. How do you feel about Marsha's behavior?

5. What are your initial thoughts about having coworkers who are older?

6. What are your initial thoughts about having a manager who is younger?

## Section 2: Strengths of Inclusion

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Focusing on the strengths of differences within a group while respecting, valuing, and building bridges is a strategy to bring out the best in each person, group, and situation.

Take a moment to think about and gain insight into your views about marginalization and fairness.

1. What actions were taken by Joy and her coworker to promote inclusion?

2. Consider the benefits that generations other than your own bring to the workplace and within your community?

3. What action steps can you take to prevent marginalization in your workplace and within your community?

## TIPS

# Marginalization of the Older Worker

We've seen how marginalization can lead to missed opportunities.

When we are open to learning from others, everyone benefits.

Here are some tips that can help support fairness and inclusion:

**Remember, there are strengths on all sides.**

**Plan to respect and value each other's strengths.**

**Work to bring out the best in yourself and each person around you.**

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