

EAP ASSOCIATION

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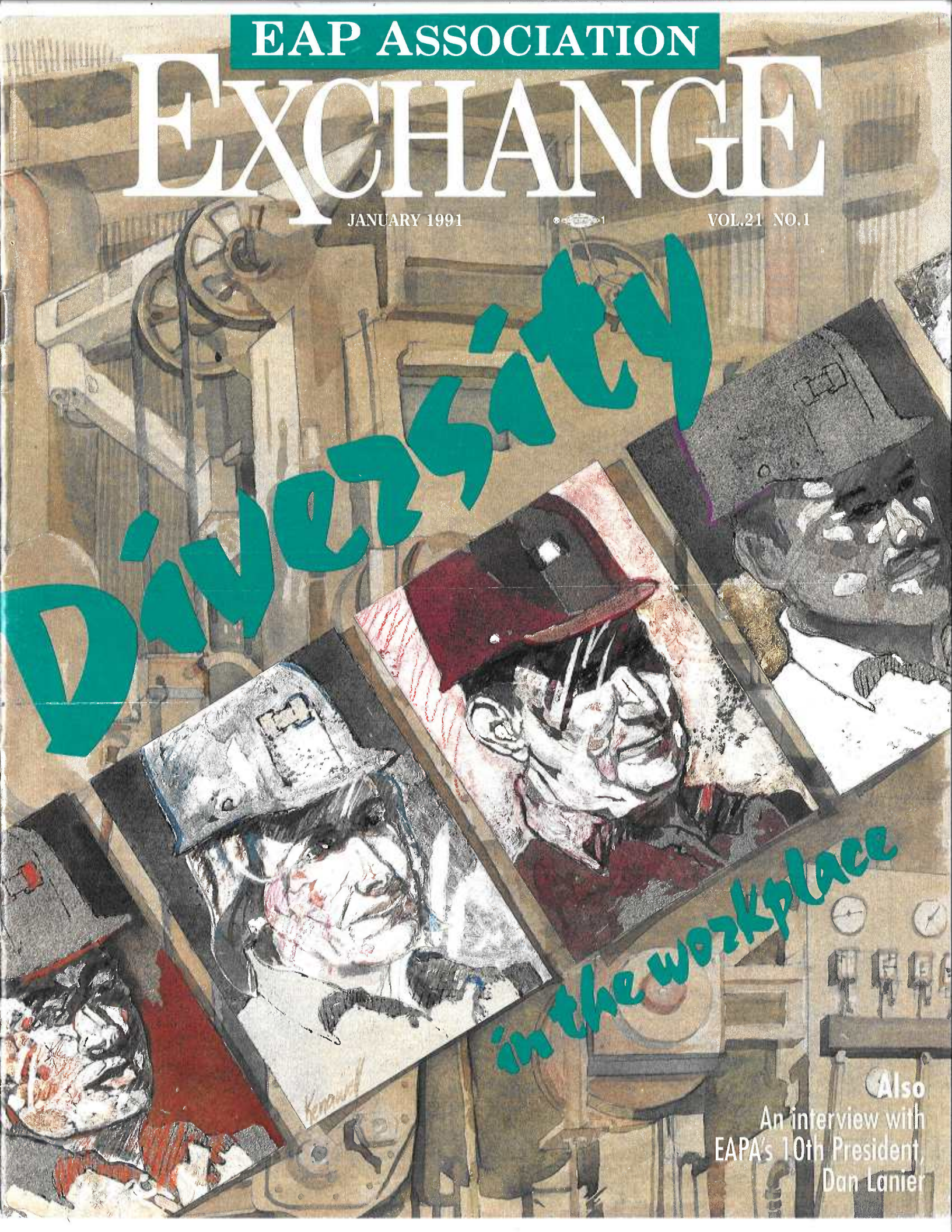
JANUARY 1991

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VOL.21 NO.1

Diversity

in the workplace



Also
An interview with
EAPA's 10th President,
Dan Lanier



EAPA's SUBJECT SEARCH CATALOG

WHEN YOU NEED INFORMATION, WE'LL DO THE FINDING AND PRESENT YOU WITH THE FACTS

EAPA's Resource Center is the EAP field's most authoritative resource for complete information on any EAP-related topic. During 1990, the Resource Center received more than 5,000 requests for information and technical assistance, and many of them were resolved by information available from our more than 100 Subject Search titles. The titles, listed below, are categorized by the six Content Areas that comprise the EAP Scope of Practice.

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"We look forward to serving you."

Dick Bickerton, Manager of EAPA's Resource Center

EDITOR'S COMMENT

TWO "CUTTING-EDGE" ISSUES are featured in this month's editorial coverage: workplace diversity and an emerging concept called employee assistance services. Although they occupy the same EAP "in-basket," for the most part they are being routed as separate action items in EAP planning and operation.

DIVERSITY IN THE WORKPLACE, a.k.a. changing demographics in the American labor force, is the cover theme. The lead story is primarily related to ethnic and cultural influences in the workplace, with the issue of gender also being broached. In another article, John Hooks, chair of EAPA's Ethnic & Cultural Concerns Committee, raises questions about how EAPs respond to these considerations. These articles follow up on the editorial coverage about "melting-pot issues" provided in the October 1989 issue of the *Exchange*. They give pause for reflection about EAP equanimity in working with diverse working populations as well as offer strategies that work organizations and EAPs can employ.

PRESIDENT DAN LANIER, co-director of the United Auto Workers-General Motors Corporation EAP, speaks to EAPA members in a one-on-one interview article. Among the many subjects he raises, Dan speaks to a

Same In-Basket, Separate Action Items

next-generation human resources product he calls "employee assistance services." EAS, he explains, will envelop EAPs, health promo-

tion and wellness, family/child services and other functions in a comprehensive human services package.

Dan also sets his priorities for EAPA during his 1990-92 term. Please turn to page 12 for the *Exchange's* full-length interview with EAPA's 10th President.

ELSEWHERE IN THIS ISSUE is a review of the book *Alcohol Problem Intervention in the Workplace: Employee Assistance Programs and Strategic Alternatives*, edited by Dr. Paul Roman. This compilation of research papers is based on proceedings of the Jekyll Island, Georgia research conference, held May 21-24, 1988. The review, written by David Shay, cites the book as one of the most vitally important written works to date about the EAP's contributions in the workplace.

ONE FINAL NOTE: EAPA's district conference season begins next month. We hope that as many EAPA members as possible take in one or more EAPA conferences in 1991, whether at the district or national levels. Let's stay involved!

Rudy M. Yandrick

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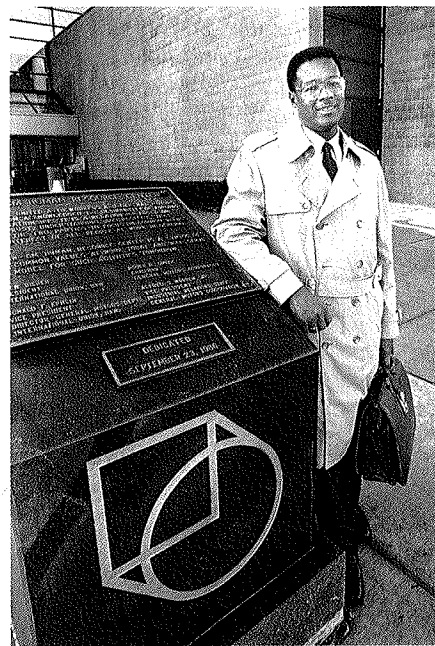
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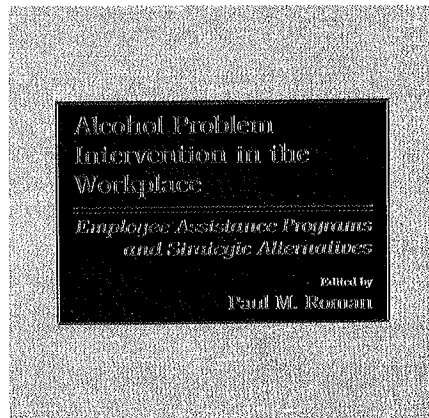
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