Abstract
As organizations become more diverse, it is important to learn, understand, and appreciate the differences in the workforce. Diversity management is about effectively dealing with the differences in the workforce so organizations can become more productive and competitive by serving diverse customers and clients around the nation and the globe. This study will attempt to investigate the post-9/11 experiences of Afghan-Americans in the workforce and whether or not diversity trainings have become the norm for most organizations. Quantitative and qualitative data will be retrieved, evaluated, and analyzed. Implications for researchers, managers, and human resource professionals will be considered.

Key Words: Diversity, Afghan-Americans, Post-9/11, Scapegoat, Productivity, Management.