

# Inclusion, Equity and Diversity in the Workplace



Recognizing the role that our words and deeds play in establishing the organizational culture can go a long way to creating – or maintaining – a workplace where everyone feels appreciated and respected. This workshop opens a discussion as to how inclusion and diversity present themselves, and impact, the workplace, and the kinds of behavior that leads to an inclusive environment. We also consider the challenges presented by unconscious bias and consider strategies to prevent bias from impacting our decision making and impair our organizational culture. By focusing on the unique perspectives and characteristics that each one of us brings to the table, participants are encouraged to practice effective strategies that leverage the unique strengths of our collective mixture and avoid underlying attitudes and stereotypes that people unconsciously attribute to others in ways that affect how they understand and engage with a person or group.

## Course Objectives

- Raise awareness of and begin to increase skills in working through diversity dynamics, stereotypes, unconscious bias and cultural competence.
- Promote understanding of effective inclusion, equity, and diversity practices as enhancing organizational success and maximizing full potential of employees.
- Establish a foundation for a deeper understanding of how our inclusion challenges affect our workplace relationships.

## Topics Covered

### For Non-Supervisory Personnel:

- Maintaining an equal opportunity workplace
- Inclusion & Diversity: What it means to truly be diverse
- Unconscious bias and its impact
- Practical strategies for addressing bias in the workplace
- Looking ahead: Commitment to our organization's value for inclusion and diversity

### For Supervisory Personnel:

- Non-supervisory topics, as well as:
- Understanding and avoiding stereotypes
- Bias in the workplace
- Tough conversations: Addressing diversity tensions
- Strategies for creating an inclusive and diverse workplace
- Supervisory personnel reporting responsibilities

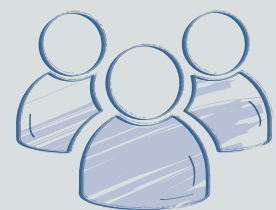
## Skill Builders

- Analyzing and assessing legal risk areas via video vignettes
- Creating self-awareness around issues of inclusion, equity, diversity, and biases – explicit and implicit
- Identifying the types of behavior that contribute to – or undermine – respectful workplace efforts
- Understanding the key components of maintaining an inclusive workplace
- Handling the “tough” conversations – responding to implicit and explicit bias in the workplace
- Reviewing your role in contributing to and maintaining an inclusive, equitable, diverse, and respectful workplace



## Length of course

2 Hours



## Recommended for

Supervisory or  
Non-supervisory personnel