

RESPECT AND INCLUSION

Diversity in the Workplace for Employees

Written for employees, this course shows each person the part they play in an inclusive workplace. Over 18 sessions in nine weeks, your staff explore obstacles to acceptance, equity versus equality, intersectionality and allyship, and build a personal action plan.

LENGTH	SESSIONS	FORMAT	PRICE
9 weeks	18	Live online or at your workplace	\$2,070 Per person, plus tax

What your team will learn

- Spot common obstacles to acceptance at work, including your own biases
- Recognize how overlapping identities shape people's experience at work
- Tell equity from equality, and support fair practices on your team
- Build a personal plan to keep advocating for diversity after the course

Week by week

WEEKS	
1–2	Understanding diversity
Session 1	What diversity means at work What diversity in the workplace means, so the whole group starts from the same place.
Session 2	Benefits of diversity and inclusion Why diversity and inclusion are good for employees and for the organization.
Session 3	Common obstacles The common obstacles and challenges that can keep a workplace from accepting diversity.
Session 4	Overcoming biases and stereotypes Recognizing biases and stereotypes, and ways to move past them in everyday work.

WEEKS

3–4

Embracing diversity

- Session 5 **Inclusive workplace practices**
Day-to-day practices that make a workplace more inclusive for everyone.
- Session 6 **Leadership and diversity**
The role leaders play in fostering diversity across a workplace.
- Session 7 **Communicating in a diverse team**
Communicating clearly and respectfully with teammates from different backgrounds.
- Session 8 **Resolving conflict**
Handling conflict respectfully when it comes up in a diverse workplace.
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WEEKS

5–6

Championing diversity

- Session 9 **Becoming an ally**
What it means to be an ally for inclusion, and how to act as one at work.
- Session 10 **Advocating for diversity initiatives**
Speaking up for and supporting diversity initiatives in your workplace.
- Session 11 **Equity and equality**
The difference between equity and equality, and what each one looks like at work.
- Session 12 **Fair practices and policies**
Putting fair practices and policies into action in your workplace.
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WEEKS

7–8

Celebrating differences

- Session 13 **Embracing cultural diversity**
Building awareness of, and sensitivity to, the cultures your colleagues come from.
- Session 14 **Cross-cultural communication**
Working through the differences that come up when people from different cultures communicate.
- Session 15 **Intersectionality**
How different parts of a person's identity overlap, and what that means at work.
- Session 16 **Support for every identity**
Creating a workplace where people of every identity feel supported.
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WEEK

9

Sustaining diversity efforts

- Session 17 **Reflecting on what you've learned**
Looking back on the course and how your own thinking has grown.
- Session 18 **Your personal strategy**
Setting personal strategies to keep advocating for diversity after the course ends.
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How the sessions work

Quizzes and multimedia

Interactive learning materials, including multimedia content, quizzes and discussions.

Guidance and feedback

Guidance and feedback from the trainer throughout the course.

Group activities

Group activities and discussions where your staff share insights and experiences.

Resource library

Extra articles, resources and tools for learning after the course.

Who it's for

- Front-line and non-management staff
- New hires learning how your workplace approaches inclusion
- Teams getting ready to support a new diversity initiative

Book this course for your team

At your workplace or online. We'll send a written quote and dates that suit your team.

(548) 490-4384

david@davidstraining.com

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