

RESPECT AND INCLUSION

Respect: Inclusion at Work

Make inclusion part of how your organization runs, from the policies you set to the decisions you make. Over nine weekly sessions your team looks at bias, accessibility, inclusive leadership and career pathways, and builds an inclusion action plan.

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

What your team will learn

- Build policies and practices that support inclusion, equity and accessibility
- Lead so every voice on your team is heard and valued
- Spot unconscious bias and keep it out of the decisions you make
- Grow talent from diverse backgrounds and set a plan to keep inclusion going

Week by week

WEEKS

1–2**Understanding workplace inclusion**

Session 1

Introduction to inclusion

What inclusion is and why it matters at work, and how unconscious bias shapes everyday decisions.

Session 2

Inclusive policies and practices

Policies that support diversity, equity and inclusion, plus accessibility and accommodation for employees with disabilities.

WEEKS

3–4**Respectful communication and inclusive leadership**

Session 3

Respectful communication

Speaking with respect and listening actively, so people with different views understand and trust each other.

Session 4

Inclusive leadership

How leaders shape inclusion on a team, and how to make room for every voice to be heard.

WEEKS

5–6

Inclusive teams and decisions

Session 5 **Building inclusive teams**

Bringing inclusion into hiring, teamwork and collaboration, and handling the conflicts that can come up in a diverse team.

Session 6 **Making inclusive decisions**

Decisions that weigh different perspectives and treat everyone fairly and equitably.

WEEKS

7–8

Developing people and reaching beyond work

Session 7 **Workforce development**

Training and career paths that give employees from diverse backgrounds a fair route to growth and leadership.

Session 8 **Inclusion beyond the workplace**

Working with outside communities and partners, and building diversity and inclusion into your social responsibility work.

WEEK

9

Sustaining respect and inclusion

Session 9 **An action plan for inclusion**

Choosing concrete steps for respect and inclusion in your organization, and how to keep improving over time.

How the sessions work

Case studies and role-plays

Work through real workplace scenarios and practise applying inclusion in different situations.

Discussion forum

An online space to share experiences, ask questions and work with peers.

Readings

Recommended articles and books on inclusion, diversity and respect at work.

Feedback and coaching

Individual feedback and coaching from the trainer as you put the ideas to work.

Who it's for

- Managers and supervisors who lead diverse teams
- HR teams responsible for policy, hiring and career development
- Senior leaders setting their organization's approach to inclusion

Book this course for your team

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

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