

RESPECT AND INCLUSION

Unity in Diversity

Give your team the awareness to prevent stereotyping, bias, harassment and unlawful discrimination at work. Over nine weekly sessions they learn to spot microaggressions, work across cultures, hire inclusively and set up programs such as employee resource groups.

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

What your team will learn

- Recognize stereotypes, unconscious bias and microaggressions, and their impact on people and teams
- Work well across cultures, and resolve conflicts that come from cultural misunderstandings
- Set policies and procedures that prevent and address harassment and discrimination
- Set up inclusive hiring, employee resource groups and ongoing diversity training

Week by week

WEEKS

1–2

Understanding diversity and inclusion

Session 1 Introduction to unity in diversity

What diversity, equity and inclusion mean at work, and how different backgrounds and perspectives help a team innovate and succeed.

Session 2 Recognizing unconscious bias

Common biases and stereotypes that sway decisions, and how to keep recruitment, hiring and promotion fair.

WEEKS

3–4

Inclusive leadership

Session 3 Inclusive leadership skills

Leading with empathy and compassion, and helping every team member feel they belong and are accepted.

Session 4 Addressing microaggressions and harassment

Recognizing microaggressions and their impact, and setting policies and procedures to prevent and address harassment and discrimination.

WEEKS

5–6

Cross-cultural competence

Session 5 **Cultural awareness and sensitivity**

Different cultural norms, values and communication styles, and the skills to work well with people from many backgrounds.

Session 6 **Managing diversity conflicts**

Resolving conflicts that come from cultural differences or misunderstandings, and helping a diverse team collaborate.

WEEKS

7–8

Inclusive practices and policies

Session 7 **Putting inclusive practices in place**

Attracting and keeping diverse talent, and making sure people with disabilities have access and accommodation.

Session 8 **Diversity and inclusion initiatives**

Setting up and supporting employee resource groups, and offering ongoing diversity, equity and inclusion training for all staff.

WEEK

9

Sustaining unity in diversity

Session 9 **An action plan for diversity and inclusion**

Choosing concrete steps for your team or organization, and building a habit of learning and improving over time.

How the sessions work

Case studies and role-plays

Work through real scenarios and role-play how to apply what you've learned in different settings.

Discussion forum

An online forum where your team shares experiences, asks questions and works with peers.

Self-reflection

Exercises that ask each person to reflect on their own views and habits.

Feedback and coaching

Individual feedback and coaching from the trainer to help the ideas stick.

Who it's for

- Employers working to prevent harassment and discrimination at work
- HR teams setting up inclusive hiring or employee resource groups
- Managers of teams that bring together people from many cultures

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

davidstraining.com