



# Practice Respect - Diversity

Title: PRACTICE RESPECT: DIVERSITY

A 9 weeks online training program

Price: \$2,339.10

Program Overview:

"PRACTICE RESPECT: DIVERSITY" is a comprehensive 9-week online training program designed to cultivate an inclusive and respectful workplace culture. Participants will explore the dimensions of diversity, learn to challenge biases, develop effective communication skills, and champion inclusivity within their teams and organizations.

Target Audience:

All employees across various levels within the organization.

Program Objectives:

- Gain a deep understanding of diversity dimensions and their significance in the workplace.
- Identify and mitigate unconscious biases and stereotypes.
- Enhance communication skills to foster respectful interactions with diverse colleagues.
- Implement strategies for creating an inclusive work environment where all employees feel valued and respected.

Duration: 9 weeks      Frequency: 3 hours per week

Week-by-Week Curriculum:

## Week 1-2: Foundations of Diversity and Inclusion

Week 1: Introduction to Diversity

- Exploring diversity dimensions and their importance.
- Understanding the business case for diversity.

Week 2: Unconscious Bias Awareness

- Recognizing unconscious biases and their impact.
- Strategies for addressing and mitigating biases.



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## **Week 3-4: Respectful Communication in a Diverse Environment**

### Week 3: Effective Communication

- Principles of respectful communication.
- Active listening techniques for understanding diverse perspectives.

### Week 4: Cross-Cultural Communication

- Strategies for communicating effectively across cultural differences.
- Resolving communication barriers and misunderstandings.

## **Week 5-6: Fostering Inclusive Leadership**

### Week 5: Inclusive Leadership

- The role of leaders in promoting diversity and inclusion.
- Creating psychologically safe environments for diverse teams.

### Week 6: Allyship and Advocacy

- Understanding allyship and its importance in diversity efforts.
- Practicing advocacy for underrepresented colleagues.

## **Week 7-8: Building Inclusive Teams**

### Week 7: Team Dynamics and Inclusion

- Strategies for fostering inclusion within teams.
- Building cohesive and diverse teams for enhanced performance.

### Week 8: Conflict Resolution and Inclusivity

- Resolving conflicts in diverse teams respectfully and effectively.
- Promoting collaboration and cooperation among team members.

## **Week 9: Sustaining Inclusion and Continuous Improvement**

### Week 9: Sustaining Inclusion Efforts

- Creating action plans for sustaining inclusivity.
- Reviewing progress and identifying areas for improvement.

### Wrap-Up: Program Review and Feedback

- Reflecting on the training journey.
- Providing feedback for program enhancement.



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## **Additional Resources and Practice:**

- Role-play exercises, case studies, and group discussions for practical application.
- Recommended reading materials, articles, and resources for further learning.
- Interactive online forums for ongoing engagement and peer support.
- Individual coaching sessions for personalized feedback and guidance.

Join us on this transformative journey to foster respect, diversity, and inclusion in your workplace, creating a culture where every individual is valued and respected.