Respect: Inclusion at Work

Title: Respect - Inclusion at Work
A 9-week Online Training Program
Price: $2339.10 (incl HST)

Description:

This course focuses on fostering workplace inclusion, covering topics such as biases, inclusive policies, respectful communication, inclusive leadership, building inclusive teams, making inclusive decisions, workforce development, and extending inclusivity beyond the workplace. Participants will gain insights and practical strategies to promote respect, diversity, and inclusion in their professional environments, creating a more equitable and supportive workplace culture.

Week 1-2: Understanding Workplace Inclusion

Session 1: Introduction to Workplace Inclusion

- Defining Inclusion: Understanding the importance of inclusion in fostering a positive work environment and driving organizational success.
- Recognizing Biases: Exploring unconscious biases and their impact on decision-making and behavior in the workplace.

Session 2: Creating Inclusive Policies and Practices

- Developing Inclusive Policies: Implementing policies and practices that promote diversity, equity, and inclusion (DEI) within the organization.
- Ensuring Accessibility: Ensuring accessibility for employees with disabilities and accommodating diverse needs.

Week 3-4: Respectful Communication and Inclusive Leadership

Session 3: Respectful Communication

- Communicating with Respect: Practicing respectful communication to foster understanding, trust, and collaboration among team members.
- Active Listening: Developing active listening skills to understand diverse perspectives and create an inclusive environment.

Session 4: Inclusive Leadership

- Leading with Inclusion: Understanding the role of inclusive leadership in promoting diversity and inclusion within teams and organizations.
- Empowering Diverse Voices: Creating opportunities for diverse voices to be heard and valued within the organization.

Week 5-6: Building Inclusive Teams and Making Inclusive Decisions

Session 5: Building Inclusive Teams

- Fostering Team Inclusivity: Promoting diversity and inclusion within teams through recruitment, team dynamics, and collaboration.
- Managing Diversity Conflicts: Resolving conflicts and addressing challenges that may arise in diverse teams.

Session 6: Making Inclusive Decisions

- Inclusive Decision-Making Process: Implementing decision-making processes that consider diverse perspectives and prioritize inclusivity.
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● Equity in Decision-Making: Ensuring fairness and equity in decision-making processes to promote a culture of inclusivity.

Week 7-8: Workforce Development and Extending Inclusivity

Session 7: Workforce Development

● Training and Development: Providing opportunities for skill-building and professional development that promote diversity and inclusion.
● Career Advancement: Creating pathways for career advancement and leadership opportunities for employees from diverse backgrounds.

Session 8: Extending Inclusivity Beyond the Workplace

● Community Engagement: Engaging with external communities and stakeholders to promote diversity, equity, and inclusion beyond the workplace.
● Corporate Social Responsibility: Incorporating diversity and inclusion initiatives into corporate social responsibility efforts to make a positive impact on society.

Week 9: Sustaining a Culture of Respect and Inclusion

Session 9: Creating an Action Plan for Inclusion

● Developing an Inclusion Action Plan: Identifying concrete steps and initiatives to promote respect, diversity, and inclusion within the organization.
● Committing to Continuous Improvement: Fostering a culture of continuous learning and improvement to sustain a culture of respect and inclusion.

Additional Resources and Practice:

- Case Studies and Role-Play Exercises: Analyze real-world scenarios and engage in role-plays to practice applying inclusion principles in different contexts.
- Reading Materials: Recommended articles, books, and resources on workplace inclusion, diversity, and respect.
- Discussion Forums: Online forums for participants to share experiences, ask questions, and collaborate with peers.
- Feedback and Coaching: Opportunities for individual feedback and coaching from instructors to enhance learning and application of Respect - Inclusion at Work concepts.

Join us on this transformative journey to build a more inclusive and respectful workplace where every individual feels valued, respected, and empowered to succeed!