

Diversity, Equity & Inclusivity

Course Duration: 2-day; Instructor-led

Time Schedule: 9am-5pm

Lunch: 1:00pm- 2:00pm

Morning Tea-break: 10:30am-10:45am

Afternoon Tea-break: 3:30pm -3:45pm

“Diversity is a fact, but inclusion is a choice we make every day. As leaders, we have to put out the message that we embrace, and not just tolerate, diversity.”

- Nellie Borrero -

PROGRAM OBJECTIVES

Diversity and inclusion training helps every employee embrace and celebrate all the unique things about a diverse workforce and work together harmoniously. It goes way further than token ‘political correctness’ and into the arena of embracing difference and valuing the unique perspective of every employee. At the very least, inclusion training programs will help employees:

- Be more aware of workplace diversity issues, such as those affecting underrepresented groups, in their daily interactions
- Explore and challenge their own beliefs and unconscious biases about diversity, and acknowledge discrimination
- Understand what motivates (and demotivates) their co-workers
- Learn interaction and collaboration skills that help them work more effectively with people who have different qualities from their own
- Stand up to discrimination such as racial bias or sexual harassment
- Contribute to an inclusive workplace culture where comprehensive diversity is the norm

LEARNING OUTCOMES

It’s well known that organizations with a diverse workforce that includes people of various races, nationalities, cultures, religions, gender identities, sexual orientation, ages, experiences, physical and mental ability, and ways of thinking are more resilient, adaptable, profitable, and industry-leading. These diversity-rich organizations embrace the different and brilliant thoughts and ideas that their people contribute. Diversity gives them the competitive edge that sets the company apart. But not all companies support a sufficiently inclusive workplace or inclusive culture that make all employees feel they belong. This is where diversity training comes in; an employee training program designed to create an environment free from unconscious bias, racial biases, and sexual harassment — all of which are very bad news for business.

METHODOLOGY

To change your direction, shift your thinking.

However long ago you learnt to ride a bicycle, it's likely an experience you've never forgotten. The skill remains with you today. When was your last corporate training program? How much of what was learnt is actively applied in your business today? Are all that remains the workshop manuals left on your shelf?

Our programs are initiatives that last. They encourage new ways of thinking. They open up ways to create extraordinary achievements. We believe individual behavior and attitude contribute significantly to the overall excellence of your organization. So we focus on what really matters.

Our unique methodology of combining experiential, instructional and discovery learning, and supported by modern coaching technology, creates powerful shifts in attitudes and behavior that will encourage sustainable change in your organization. These changes make an impact on results where it matters.

In our programs, you can expect an extensive use of case studies, debriefing, dyads, facilitated coaching, feedback, games and activities, group discussions, lectures, psychodramas, simulations, story-telling and structured instruments.

FRAMEWORK AND IMPLEMENTATION

Our unique experiential framework and implementation empowers you to:

- Create a healthy working environment where people of different backgrounds, experiences, perspectives, and talents can productively work together.
- Increase the number of women, people of colour, or otherwise underrepresented people within the organization.
- Increase the use of inclusive language within job postings, internal communications, and external communications.
- Create an environment that nurtures and promotes diversity.
- Drive bottom-line business success
- Deliver long-term value creation
- Avoid public relations disasters
- Bring in diverse talent with unique points of view
- Promote a healthy and inclusive organizational culture
- Improve employee retention & boost employee morale
- Happy employees produce better business results

COURSE CONTENTS

Day 1:

Module 1: Overview

- Introduction
- Impact of Diversity, Equity & Inclusion in the workplace
- Icebreaking Activity-Who Am I?
- Group Reflection

Module 2: Stereotype, Prejudice & Discrimination

Stereotype

- Definition and Development
- Examples
- Adverse Effects
- Combating Stereotype Threats

Prejudice

- Definition and Prevalent Prejudices
- Major Consequences
- Practices to Minimize Prejudices

Discrimination

- Definition and Common Forms of Discrimination
- Damaging Consequences
- Preventive Measures

Module 3: Cultural Awareness & Belonging

- Our Culture
- Cultural Humility
- Awareness of Social Identity
- Challenge of structural inequalities

Module 4: Bias

- Bias Acknowledgement
- Type of Bias
- Reason Behind Bias Formation
- Role Play

Day 2:

Module 5: Why We Do What We Do

- Focus & RAS
- Barriers to Success – The 4 Insanity
- Being Right
- Hero's Way vs Lizard's Way

Module 6: Works of Brain

- Encoded Assumptions
- Rules of Engagement
- Circle of Tolerance
- The Blame Syndrome

Module 7: Emotional Drivers

- The 8 Emotional Drivers
- Knowing Your Drivers
- Working Together In a Team
- The Axis Leader

Module 8: DEI Policy for Inclusive Leadership

- Managers & Employees Responsibility
- Inclusive Leader Characteristics: Components and Behavior
- Improvement Plan – Group Project