

DIVERSITY AND INCLUSION

This training programme is for all employees working in a diverse environment, both within their own organisation and with external organisations. The programme will enable employees and their managers to take steps towards greater fairness and inclusion at work and in wider society.

Topics covered include:

- culture and identity
- stereotypes, assumptions, prejudices and behaviour
- unconscious bias and our own cultural lens(es)
- privilege
- microaggressions
- active and passive complicity
- use and impact of language
- managing difficult conversations
- how organisations benefit from a diverse work force
- understanding different attitudes to diversity globally
- practical application for employees, HR, L&D and other leaders to improve their effectiveness in making their workspaces inclusive for all

At the end of this course participants will have:

- an increased understanding of the concepts of diversity and inclusion
- knowledge of how working practices are impacted by unconscious bias
- gained greater self-awareness of their own identities and how they may be perceived by others
- learnt how to have bold conversations without causing discomfort or offence
- an understanding of the benefits of working and living in a more diverse and inclusive environment

Format One-day interactive training programme. Delivery is recommended face-to-face, but the course can be delivered virtually in two x half days. An abbreviated half day face-to-face or virtual programme is also available for those with limited time.

Who should attend? All employees. Managers working with diverse teams.

Maximum number of delegates: 1-2-1 or small groups of up to 12. We recommend a maximum of 6 attendees if delivered virtually.