



# Diversity, Equity & Inclusion Foundational Concepts

Course length 1.0 – 3.5 hours

## Course Description

This custom course will equip participants with a comprehensive understanding of diversity, equity, and inclusion (DEI) and their significance in today's rapidly changing global landscape. They will examine the historical roots of DEI and learn to recognize and address systemic barriers and biases in the workplace. Through engaging lessons and real-world case studies, participants will develop the skills necessary to foster a culture of respect and belonging for all employees. Participants will walk out with the tools and knowledge to engage in self-reflection, emphasizing the importance of active listening and collaboration in the workplace.

## Customizable Learning Objectives for Participants:

1. **Diversity in the Workplace:** Understand the concept of diversity and its significance. They will learn how diversity can positively impact organizational performance and its role in shaping a more inclusive workplace.
2. **Addressing Implicit Bias:** Learn to identify and address the impact of implicit biases in shaping attitudes and behaviors, learning to recognize their own biases and strategies for reducing their impact on decision-making.
3. **Analyzing Systems of Inequity:** Be taught how systems and structures can perpetuate inequity and the importance of examining these systems to promote equity. Participants will also learn how to identify and address systemic barriers to create a more equitable workplace.
4. **Promoting Equity and Inclusion:** Learn and develop practical strategies for promoting equity and inclusion in the workplace. In addition, they will learn about best practices for fostering an inclusive work environment and creating a culture that values diversity and promotes belonging.
5. **Building a Culture of Respect and Belonging:** Discover the knowledge and skills necessary to create a workplace culture that values respect and promotes a sense of belonging for all employees. Be taught how to foster a positive and inclusive workplace culture and the importance of ongoing efforts to maintain it.

