

Diversity: Inclusion in the Modern Workplace

AUDIENCE: All Employees / Supervisors / Nonsupervisors **DURATION:** 30-45 minutes

Diversity in the modern workplace can be challenging. However, when approached from a human and humane perspective, diversity challenges can instead become valuable opportunities for workplace inclusion.

This course uses the unique experiences of real people to explore key concepts such as identity, power, privilege, and communication. By gaining a better appreciation for our shared experiences of difference, our shared expectations of respect, and our shared need to belong and feel appreciated, employees are encouraged to identify how they can create more inclusive and accepting workplaces.

Purpose

A diverse workplace must also be inclusive. By focusing on key concepts that shape our world and inform our shared values and shared experiences, this course explores the nature of diversity and provides practical strategies for workplace inclusion.

Topics Covered

- » Identity Defined
- » Identity Conflicts
- » Being An Ally
- » Creating An Inclusive Workplace
- » Inclusion Strategies
- » Dignity and Civility in the Workplace
- » Invisible Disabilities
- » Power and Inequality
- » Political Correctness
- » Language Diversity
- » Intersectionality
- » Stereotypes
- » Tolerance & Acceptance

Course Outline

Section 1

Introduction

Learners are introduced to the general topic, course approach, and questions to begin reflecting upon the exploration of workplace diversity.

Section 2

Identity

Learners will be able to define important concepts related to identity and describe how they apply to a more thorough understanding of how our identities shape and are shaped by our workplaces. Learners will also discover reframing techniques that promote constructive and civil workplace interactions.

Section 3

Power

Learners will explore power as a concept in general and as a relational condition that informs privilege. Learners will also identify how power can empower ally behavior.

Section 4

Privilege

Learners will be able to define privilege, detail how it can create inequalities, and describe how it impacts workplace interactions. Learners will also explore strategies to mitigate the negative effects of privilege in the workplace.

Section 5

Communication

Learners will have an opportunity to reflect upon how we communicate with each other and why our words matter. Learners are encouraged to explore strategies to evaluate and ameliorate interpersonal communication skills.

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