

Equity Training: Diversity & Inclusion In The Workplace

HALF-DAY AGENDA

I. Introduction

II. Diversity and Inclusion Fundamentals

- o What does diversity mean to you?
- o Definition of diversity
- o What is an inclusive workplace?
- o HR Proactive Video – Diversity & Inclusion in the Workplace
- o How to promote diversity and inclusion in your workplace

III. Stereotypes

- o Overview of stereotypes
- o Examples of common stereotypes
- o Intent vs. Impact
 - Offensive jokes, comments

IV. Bias

- o What is bias?
- o Bias that directly impacts the workplace:
 - Affinity Bias
 - Perception Bias
 - Conformity Bias
 - Halo Effect
 - Horns Effect
- o Unconscious Bias (Prejudices)
 - Examples of common biased beliefs
 - Bias free language; conscious communication
 - Exposure and experience; learning tolerance

V. Cultural Diversity in the Workplace

VI. Fair vs. Same Treatment

VII. Tips and Takeaways

VIII. Session Wrap-up

