Diversity, Equity and Inclusion in the Workplace

The meaning and intent of a strong DEI program.

Diversity, equity and inclusion have taken on an increased importance in the workplace regardless of the size of an organization. Diversity in management has been shown to increase organization revenue by 19%, while diverse companies enjoy 2.3 times higher cash flow per employee. To this end, it's no surprise that when DEI initiatives are embraced, they often play into the growth and long-term success of a business. Eliminating bias and discrimination in the workplace creates a culture within an organization that supports collaboration, inclusivity and the support of fellow colleagues. However, for many organizations, building cultural and business practices that embrace workplace diversity can still feel elusive. Leaders and employees alike must understand and be able to use strategies for removing barriers and stereotypes to encourage fair and equitable practices in the workplace.

This half-day seminar will help participants understand what DEI means and how each individual can help create a more diverse world at work and in our home communities. Learn to use skills such as active listening, receiver messages, effective questioning techniques: and more to communicate with a more informed and aware level of understanding to encourage and sustain a healthy DEI workplace culture.

What You'll Learn

- Define diversity, equity and Inclusion.
- Understand what unconscious biases are.
- Learn methods to create a DEI culture.
- Identify ways to encourage DEI and discourage discrimation.
- Gain understanding to the benefits of DEI in business.
- Learn strategies to develop, evaluate and maintain an effective DEI program.
- Know how to effectively create and support a workplace of allies that foster belonging.
- Learn how to identify microaggressions and keep them out of the workplace.
- Understand proper way to respond to complaints and how to reach resolution.

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