

Course Title: "Diversity and Inclusion in the Workplace"

Course Description

This course is designed to equip participants with a comprehensive understanding of the importance of fostering a diverse and inclusive work environment. By the end of this course, participants will have the tools and knowledge to advocate for and implement effective diversity and inclusion initiatives, fostering a workplace that embraces differences and promotes collaboration.

Key Objectives:

1. **Define Key Concepts:** Understand the key concepts and importance of workplace diversity and inclusion.
2. **List Strategies to Address Unconscious Bias:** Identify strategies to address and reduce unconscious biases in the workplace.
3. **Identify Common Challenges:** Recognize common challenges in diversifying the workplace environment.
4. **Apply Actionable Strategies:** Implement actionable strategies to improve diversity and inclusion practices.

Outcomes:

By the end of this course, participants will be equipped to advocate for diversity and inclusion, address unconscious biases, and implement strategies that enhance the workplace environment.

Agenda

1. Introduction to Diversity and Inclusion (15 minutes)

- Welcome and Introductions
- Overview of Course Objectives and Agenda

2. Defining Key Concepts (30 minutes)

- **Objective:** Understand the key concepts related to diversity and inclusion.
- **Presentation:** Definitions and importance of diversity and inclusion
- **Group Discussion:** Sharing personal experiences related to diversity at work

3. Addressing Unconscious Bias (30 minutes)

- **Objective:** Identify strategies to reduce unconscious biases.
- Overview of unconscious bias and its impact
- Interactive Activity: Recognizing personal biases and discussing strategies for mitigation

4. Common Challenges in Diversifying the Workplace (30 minutes)

- **Objective:** Recognize challenges in creating a diverse workplace.
- Discussion on barriers to diversity and inclusion
- Group Activity: Brainstorming solutions to common challenges

5. Actionable Strategies for Improvement (30 minutes)

- **Objective:** Apply strategies to enhance diversity and inclusion.
- Overview of actionable strategies (e.g., recruitment practices, inclusion training)
- Workshop: Developing a plan for implementing strategies within participants' organizations

6. Action Planning and Commitment (30 minutes)

- Creating personal action plans for advocating diversity and inclusion
- Sharing plans in small groups for feedback and support

7. Q&A and Wrap-up (15 minutes)

- Open floor for questions
- Summary of key takeaways
- Closing remarks and next steps

Note: Breaks will be provided as needed, approximately every 1.5 hours.