



Diversity Training: Celebrating Diversity in the Workplace

Nowadays a workplace comprises a group of individuals who take pride in their qualities; their gender, sexual orientation, religion, ethnic background and other aspects that define them. One of the challenges faced by leaders, in the workplace is facilitating collaboration among these diverse individuals.

We are all aware of what happens to organizations that lack teamwork they ultimately fail. Additionally failing to embrace diversity can lead to consequences for corporations. This workshop spanning a day aims to provide you with strategies, for celebrating diversity in the workplace while fostering unity among individuals.

Course Overview;

The first part of the day will be dedicated to acquainting participants with one another and discussing the objectives and content of the workshop. Participants will also have an opportunity to identify their personal learning goals.

In this one-day course you will learn how to;

- Understand the meaning of diversity and related terms.
- Explore how global changes have influenced your perspectives.
- Recognize and confront stereotypes.
- Use language that aligns with correctness.
- Embrace the four pillars of diversity.
- Avoid pitfalls associated with diversity issues.
- Employ effective techniques, for addressing behavior.
- Cultivate a management style that fosters inclusivity and diversity.
- Take actions if you or your employees experience discrimination.

Defining Diversity;

This session participants will start by delving into the definition of diversity and exploring terms such as action, bias, stereotype and equal employment opportunity.

How Does Diversity Impact Me?

This session aims to help participants reflect on how our changing world has impacted their lives. It includes a self-awareness inventory to assess areas, for growth.

Identifying Stereotypes;

Through engaging lectures and group exercises we will examine stereotypes from perspectives to gain insights.

Choosing Our Words Wisely;

In this session participants will navigate through words that have become deemed inappropriate in our society. Additionally, we delve into phrases that are commonly considered incorrect and explore some guidelines and we'll take a look at phrases that may have crossed the line.

The Foundation of Embracing Diversity

During this session participants will learn the four pillars of diversity that Armida Russell, Amy Tolbert and Frank Wilderman have identified development; knowledge, acceptance, understanding and behavior.

Strategies to Discourage Exclusion

Rather than fostering diversity, many practices have a tendency to stifle it. In this discussion, we'll address four common mistakes and offer guidance on how to avoid them.

The STOP Approach

Lenora Billings Harris, an expert in diversity matters has devised a four-step technique known as STOP for handling behavior. Participants will learn about this technique through a lecture. Then practice its implementation in role play scenarios.

Nurturing Diversity in Management

In this concise lecture session, we will explore yet effective actions that managers and employees can take to foster diversity within their workplace.

Addressing Discrimination

In this session participants will engage in a discussion on how both managers and employees can address discrimination when it arises.

Wrapping Up the Workshop

Towards the end of the course participants will be given the opportunity to ask questions and develop an action plan.

Visit <https://paramounttraining.com.au> for more information or call 1300 810 725

