

# Diversity and Inclusion

*“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”* Sundar Pichai

With more and more businesses building a global footprint, workplace diversity is a forgone conclusion. Improving appreciation for diversity is necessary for every organisation. This workshop is designed to help participants use strategies to be more proactive and remove barriers and stereotypes. They will be shown how to build and encourage diversity in their workplace and community.



Our Workplace Diversity course will further help participants understand the elements of diversity, and how they can create a more respectful work culture. They will understand and appreciate differences in backgrounds, cultures, and personality types. We introduce the concept of unconscious bias and explain how such barriers affect inclusion, relationships and performance in the workplace.

## Course Objectives and Content

### KEY LEARNING OBJECTIVES

1. Trigger a paradigm shift in the participants' mindset about how they work together as a team and their role in building an honest and respectful culture.
2. Equip the team with the latest thinking on respectful working with others and a solid understanding of organisational code of conduct.
3. Help them understand how their own preferred ways of working can impact the way people feel around them.
4. Establish personal accountability and respect as a core foundation of team work.

### WHO IS THIS FOR?

This programme is best suited for everyone in the organisation.

### COURSE CONTENT

1. Definition and components of a diverse workforce.
2. Benefits and challenges of diversity in the workforce.
3. How to meaningfully incorporate diversity into the workplace.
4. Stereotypes & biases; how they develop, insights into one's own perspectives.
5. Definition of discrimination; preventing negative or discriminating situations.
6. Strategies for removing barriers to diversity in the workplace.
7. Communicating more effectively in a diverse population.
8. Tips and techniques to resolve conflict amicably.
9. How to resolve diversity complaints with fair, innovative and equitable solutions.
10. How to create a respectful and inclusive workplace.

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