



DIVERSITY TRAINING

Today our workplaces are rich and multi-faceted worlds full of 'differences'. This course introduces the concept of '*Different, Not Deficient!*' and explains what diversity in society really means.

This is a fabulous introductory course for managers and staff from all types of (diverse!) organisations and backgrounds.

Aims -

Objectives -

- To understand what diversity means
- To be able to state the benefits of workplace diversity for organisations and communities
- To recognise the barriers to diversity and the forms that discrimination and harassment can take, including the use of everyday 'language'
- To assess personal perceptions on diversity taking into account beliefs and consequential behaviours,
- To identify steps that can be taken to implement and promote diversity within the workplace
- To understand how 'Allport's' Scale of prejudice pinpoints unacceptable behaviours
- To work consistently within the requirements of diversity legislation

Content –

- Definition of diversity
- Beliefs and values
- Types of prejudice and discrimination – Allport's Scale
- Impact of language and workplace banter
- Challenging discriminatory behaviours in others
- Diversity quiz
- Legislation

Workshop ethos and comfort factors ☺

- The session will start and finish on time with the appropriate comfort breaks.
- Delegates should wear comfortable casual attire.
- All delegates should come prepared to take part in the activities and be assured that their contribution will be valued.
- Refreshments will be provided

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