

Diversity Awareness

Overview

You live in a global economy and yet differences are all too often misunderstood. People are different from each other in many ways. The differences are not just about nationality, color, or gender, but include behaviors, beliefs, disabilities, hometown, language, etc. You must be aware of stereotypes and how discrimination occurs. This program will show you how you and your organization can leverage those differences.

This program reflects our belief that a solid diversity program should have two distinct parts -awareness and skill building. The goal of this program is to make you aware of the diversity of your community and to understand and appreciate these cultural differences and how they impact on your ability to communicate. You will learn that diversity awareness is an evolving process and that everyone is diverse in one way or another.

We are experts in how adults learn. In addition to traditional classroom teaching methods, our program is highly interactive. It includes videos to reinforce the classroom materials plus experiential learning exercises and discussions.

Program Length

Full or half day programs are available.

Note: Supervisory and Management add section 7

Program Objectives

At the conclusion of the program you will be able to identify and understand the many dimensions of diversity and how it impacts their lives. You will explore the connection between stereotypes and behavior and understand some of cultural dos and don'ts. You will understand how diversity relates to your organization and the role of managers and employees in understanding, valuing, and managing a diverse workforce.

Program Content

1. Importance of Learning About Diversity
2. The Business Case for Diversity
3. Defining Diversity
4. Analyzing Our Perceptions
5. Working Together For Great Results
6. Understanding and Dealing With the Many Dimensions of Diversity
7. Managing Diversity - Skills/application
(Note: Topic for managers and supervisors.)
8. Bringing It All Together Diversity
9. Conclusion - Skills