



## DIVERSITY, EQUITY AND INCLUSION MASTERCLASS

### COURSE OVERVIEW

Our Diversity, Equity and Inclusion program is designed to give delegates the knowledge and skills necessary to create an inclusive workplace by understanding the importance and responsibility to promote equality and tackle discrimination. Delegates will learn how to deal with challenges facing specific ethnic groups, how to foster good relationships between diverse groups and how to successfully implement and manage any organizational culture changes.

### PURPOSE - LEARNING OBJECTIVES

- Gain an awareness of the value of diversity, equity and inclusion
- Recognise individual and organisational responsibilities
- Understand the different types of discrimination
- Look at how beliefs, values and attitudes drive behaviour
- Understand how the values, opinions and prejudices of an individual can influence those around them, and lead to discrimination
- Appreciate the benefits of embracing difference
- Understand what 'good practice' means for your organisation

### PARTICULARS - WORK AGENDA

- What is equity, diversity and inclusion?
- Organisational culture and its impact
- Addressing inclusion problems and equal pay
- Inclusive conversations
- Appropriate/inappropriate language, behaviours and actions
- Challenging inappropriate language, behaviours and actions
- How to avoid discrimination through your behaviours, language, attitudes, conscious and unconscious bias and actions

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### PARTICULARS - WORK AGENDA CONT

- Overcoming challenges in diversity and inclusion
- Understanding the needs of individuals.
- Respecting others and their needs.

### PEOPLE - WHO SHOULD ATTEND?

Everyone in the workplace has a responsibility for supporting inclusion and diversity.

- This course is suitable for individuals of all levels

### COURSE MATERIALS (INCLUDED)

- Program workbook

### DURATION

- Two-Day Program

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