

Embracing Diversity, Fostering Inclusion in the Workplace

Skills for Success



9067



In-Class



8 hours

Course Description:

This course provides practical insights into the importance of embracing diversity and fostering inclusion as drivers of innovation, collaboration, and organizational resilience. Participants will explore the dimensions of workplace diversity and learn strategies for promoting inclusive behaviors, reducing bias, and creating environments where everyone feels valued. The course emphasizes everyday actions that support equity and belonging without relying on complex frameworks or political narratives.

Target Audience:

This course is designed for employees, team leaders, and managers with 3 to 10 years of experience who are committed to building inclusive teams and enhancing workplace culture through respectful and equitable practices.

Course Objectives:

By the end of the course, participants will be able to:

- Explain the key concepts of diversity, inclusion, and belonging in the workplace context
- Apply practical approaches to reduce bias, support inclusive behaviors, and build equitable team dynamics

Course Outline:

Module 1: Understanding Diversity and Inclusion

- Defining diversity, inclusion, and belonging
- Exploring visible and invisible dimensions of diversity
- The impact of diversity on innovation, engagement, and problem-solving
- Recognizing bias and its effects on teams
- Common barriers to inclusion and how to address them
- The role of self-awareness in fostering inclusion

Module 2: Inclusive Practices at Work

- Inclusive communication and active listening
- Equitable decision-making and participation
- Inclusive leadership behaviors and role modeling

- How to challenge bias respectfully
- Creating psychological safety in teams
- Designing personal commitments and team norms for inclusion

Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

Upon Successful Completion of this Course, participants will obtain:

0.6 CEUs

Course Language:

English Material
Bilingual Explanation

Prerequisites:

N/A