

Diversity, Equity, and Inclusion

Course Overview

The purpose of this course is to raise the participant's awareness about diversity, equity and inclusion. These terms are often used interchangeably but they are separate concepts and principles. Diversity, equity and inclusion recognize that there are differences and that everyone is unique. This leads to creativity, innovation and increased productivity in the workplace. Diverse, equitable and inclusive workplaces give people the opportunity to bring their authentic selves and feel a sense of belonging.

Learning Objectives

- Understand the importance of diversity, equity, and inclusion for workspaces
- Be able to describe and analyze key issues of diversity, equity, and inclusion in one's work environments and community
- Grasp the power of diversity as a tool for creativity, and productive collaboration in the workspace
- Have the opportunity to share elements of one's culture with others
- Learn that norms and practices one thinks are universal may be culturally dependent

Course Outline

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| 1. Session One: Course Overview | Who Is in the Workforce? |
| Learning Objectives | Generation Z |
| Pre-Assignment | Debrief |
| Pre-Course Assessment | 6. Session Six: Privilege Walk |
| 2. Session Two: Diversity, Equity, and Inclusion | Privilege |
| Barriers to Diversity, Equity, and Inclusion | Taking the Privilege Walk |
| Defining the Terms | Privilege Walk Statements |
| Diversity and Inclusion | 7. Session Seven: Neurodiversity in the |
| Diverse Workspaces | Workplace |
| 3. Session Three: Inequities in Your Community | Neurodiversity |
| Equality vs. Equity | Inclusive Workspace |
| Using the Equity Lens | Debrief |
| Debrief | 8. Session Eight: Strategies for the Workplace |
| 4. Session Four: The Look | Workplace Strategies |
| Video: The Look | Best Practices |
| Examining Prejudgment and Stereotyping | Brainstorm |
| Stereotypes | Five Statements |
| Prejudice | 9. Personal Action Plan |
| Discrimination | 10. Course Summary |
| Bias | 11. Recommended Reading List |
| 5. Session Five: Diversity Profile | 12. Post-Course Assessment |
| Pre-Assignment Review: Who Are We? | |