



Diversity Training

Training Theme

Diversity Awareness

Session Goals

- Recognize individual/group similarities and differences
- Identify emotions, thoughts, and behaviors pertaining to diversity
- Use open communication to set new boundaries and expectations within the group
- Develop strategies to increase diversity in the workplace
- Address drama and conflict within the groups
- Strategies to eliminate any potential bullying threats

Introduction

Overview: To help participants better understand diversity and the benefits to increasing diversity in the workplace.

Diversity Content and Facilitated Discussion

- Micro and Macro Equity Theory
- Workplace drama and bullying
- Workplace conflict
- Increasing diversity in your teams
- Digital citizenship

Diversity Activity

This activity assists in creating more awareness and understanding in the workplace.

Goals for the activity:

- Identifying behaviors, actions, and interactions that are respectful and disrespectful
- Learning about the Diversity Target
- Discussing strategies to increase diversity in the workplace

Balancing Act Worksheet

Using the “A Balancing Act” worksheet, participants will spend time thinking about what behaviors or actions are respectful and disrespectful to them. Facilitator(s) will create an open discussion about respect, workplace drama, bullying, and diversity.

Brainstorming Strategy and Action Planning Session

Participants will engage in a small group discussion and present back ideas to the large group. In small groups, they will list the next steps and strategies the team can apply moving forward.

Program Close

Key components will be reviewed and next action items listed.