











Diversity and Inclusion Training



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-  To become aware of personal biases and how they cloud one's rational thinking and lead to biased decision-making
-  To understand concepts of stereotypes, prejudice, and discrimination and how they adversely impact workplace D&I
-  To become aware of multiple types of unconscious biases, their effect, and measures to control them
-  To learn about multiple reasons (such as evolutionary, biological, cultural conditioning, and individual experiences) behind biases in humans
-  To understand the concept of DIBE (Diversity, Inclusion, Belonging, and Equity) and its significance for the workplace
-  To learn about multiple diversity models, primary and secondary dimensions
-  To understand the immediate and long-term impact of poor D&I practices using a business case
-  To become aware of multiple policies/practices such as inclusive leadership behavior, disabilities accommodation, employee resource groups, diversity councils, etc, to improve the organization's D&I





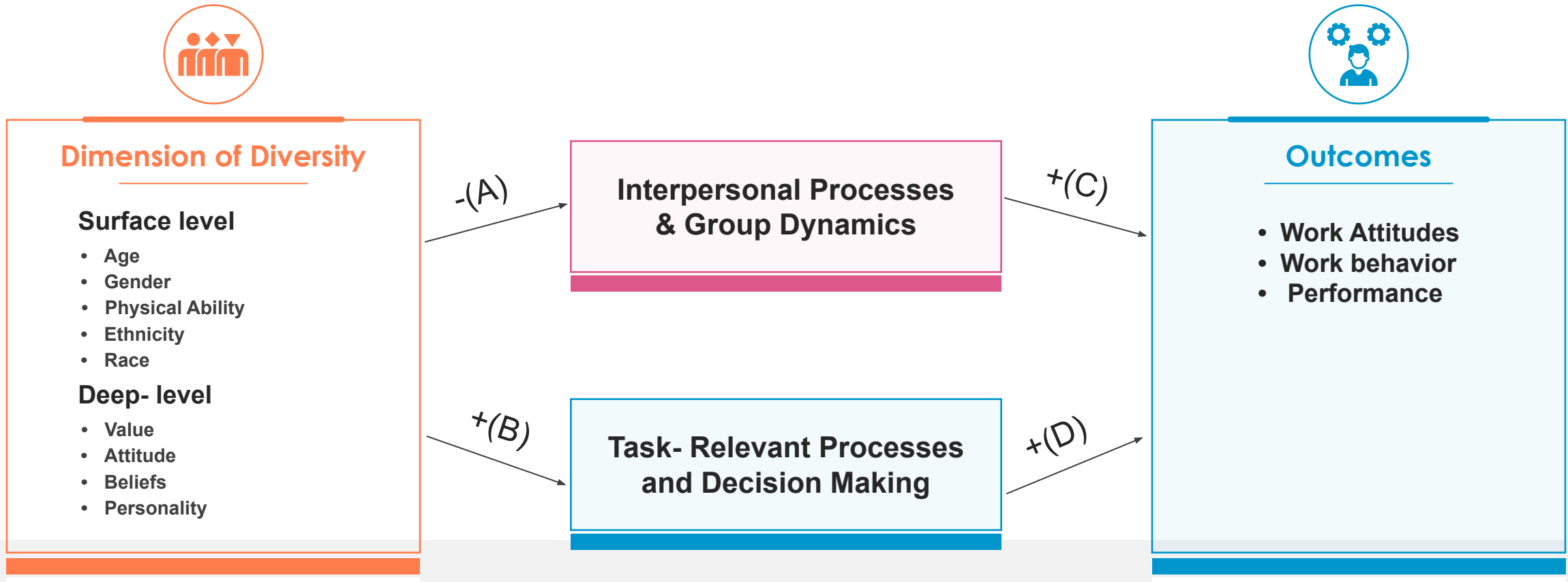
Sessions

- 01 ➤ Bias Acknowledgement
- 02 ➤ Stereotype, Prejudice, Discrimination
- 03 ➤ Types of Biases
- 04 ➤ Reasons behind Bias Formation
- 05 ➤ Understanding DIBE (Diversity, Inclusion, Belonging, and Equity)
- 06 ➤ Lack of D&I Practices and their Impact on Business
- 07 ➤ D&I Policy for Inclusive Leadership
- 08 ➤ D&I Policies for Employees and Diversity Council

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A Process Model of Diversity



Achieving Excellence through Equity, Diversity, and Inclusion



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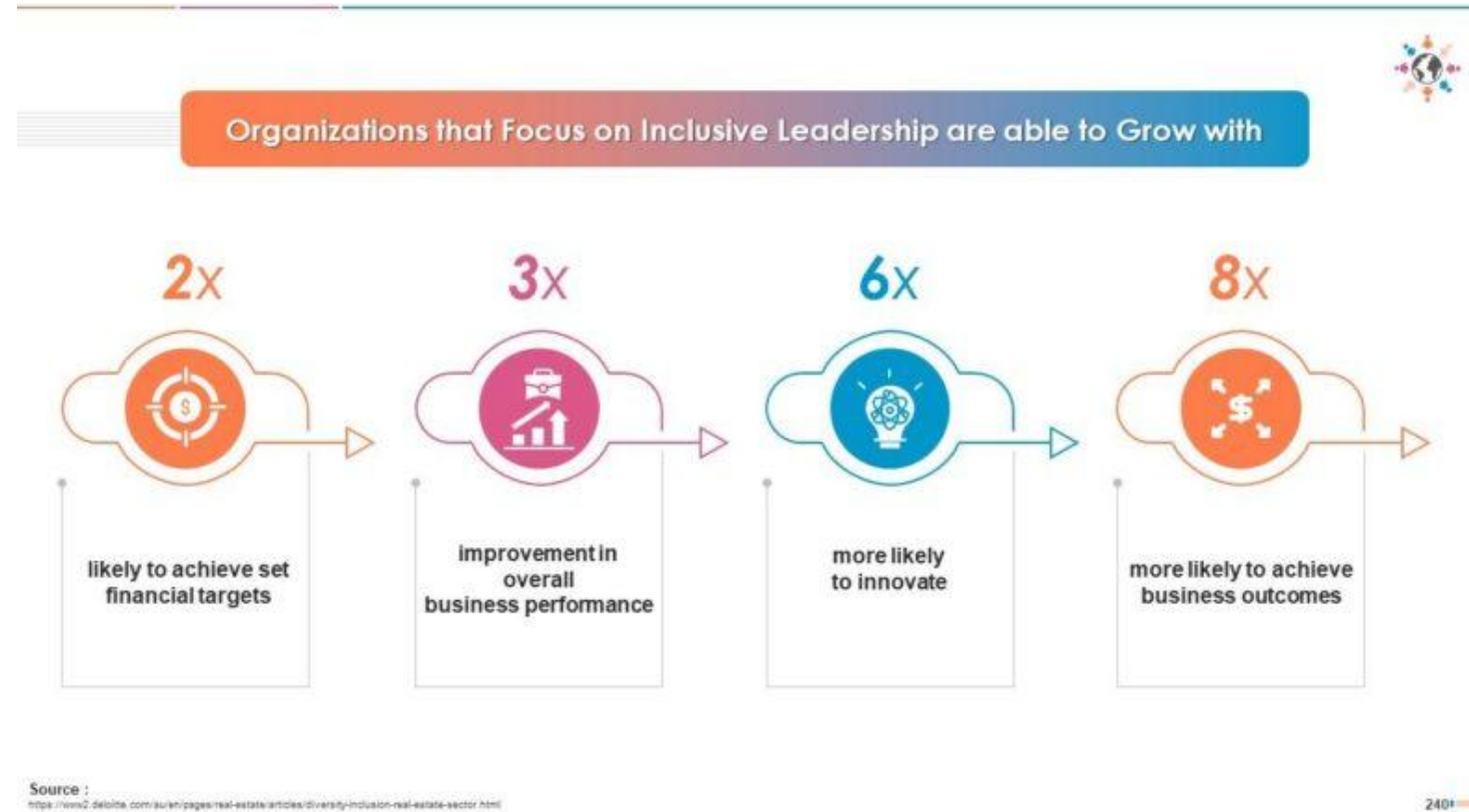


Diversity and inclusion excellence are means to emerge an equity-minded organization. The ultimate goal is to ensure that people from all backgrounds are fully integrated, fully engaged, and fully empowered.

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- **An inclusive leader** must actively encourage everyone to share ideas and collaborate.
- A good place to start is by asking for assistance with a project you're working on.
- An inclusive leader much choose a teammate and ask them to collaborate on the task , with explaining them the benefits.



→ **An organisational capability** is the process by which a company brings together its people and other resources in order to respond to changes in the business environment and provide value to its customers and stakeholders.

To Enhance Organizational Capabilities for Better Growth



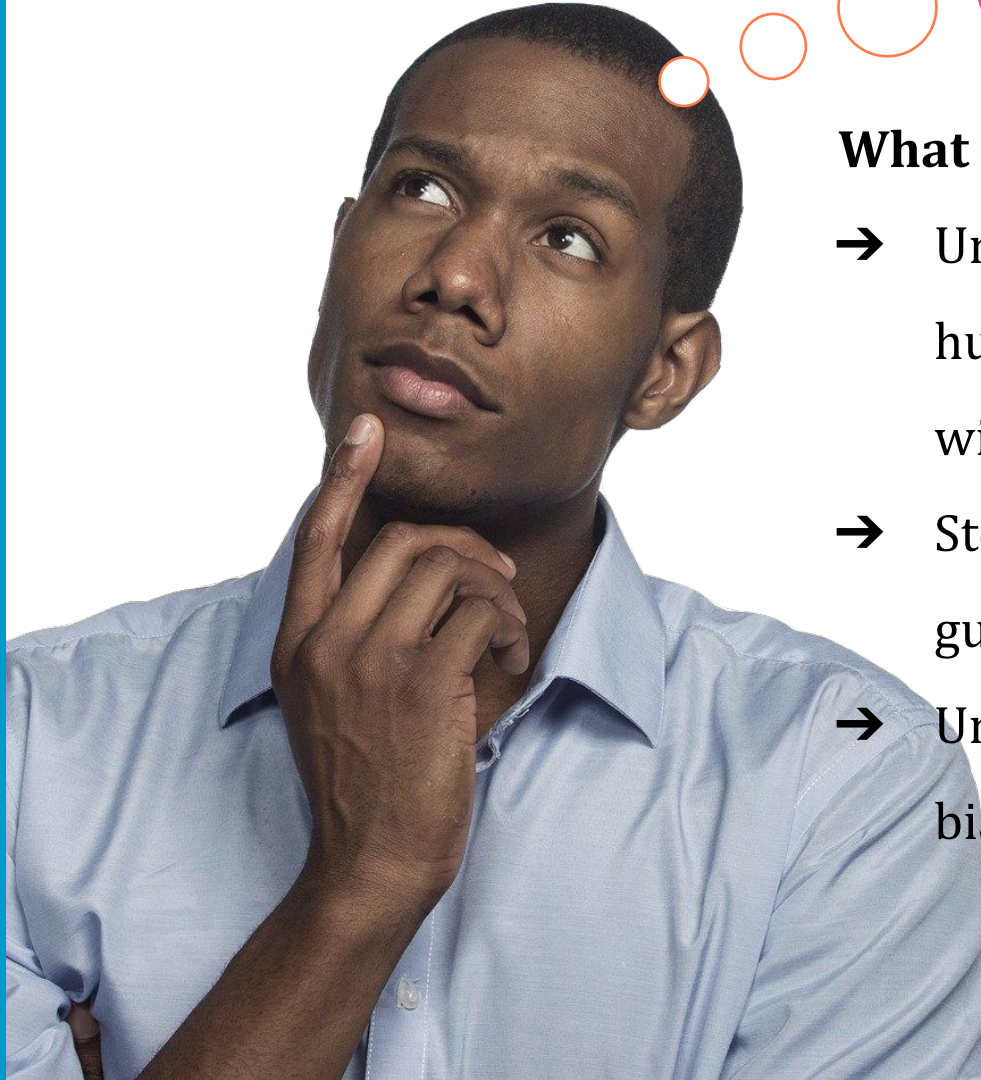
- A Diversity and Inclusion Policy is an essential policy for employee engagement.
- The policy should state the organization's commitment to creating a workplace that is equitable, diverse, and inclusive.

Scope of the D&I Policy



This Diversity & Inclusion Policy applies to all ABC Inc. Employees and consultants, as well as agents, representatives, contractors, and contract workers who operate on ABC's behalf. Its purpose is to complement local statutory provisions.

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FAQs

What exactly is workplace unconscious bias?

- Unconscious bias in the workplace encompasses the human ability to form opinions about coworkers without sufficient information.
- Stereotypes, preconceived notions, past experiences, gut instinct can all contribute to bias.
- Unconscious bias occurs when a person is unaware of bias.

How can Discrimination and harassment be prevented at a workplace?

- Identifying who employees should contact if they have questions or concerns about harassment;
- Assuring employees that they will not be punished for raising concerns or asking questions;
- Responding quickly and effectively to harassment questions or concerns, as well as investigating harassment complaints; and
- Assuring that managers understand their role in stopping, addressing, and preventing harassment.

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What are the five inclusive leadership principles?

- The five inclusive leadership mindsets that shape behaviours through our research: self-awareness, curiosity, courage, vulnerability, and empathy.
- These mindsets are essential for leaders' ability to foster an environment in which all employees feel respected, valued, and capable of contributing their best work.

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