Diversity & inclusion essentials

From improved innovation through to financial results, the case for D&I is clear, yet creating a truly inclusive culture which enables a diverse team to thrive is not easy to achieve. In this course, we explore the concepts of diversity and inclusion, the importance of belonging in the workplace and how we can enhance ways of working to engage and retain a broad spectrum of individuals.

Around 2 hours • Face-to-face or virtual • Typically 4-15 participants • Supported by course notes • Interactive

Key course elements

The case for diversity and inclusion
- The benefits of diversity
- The challenges of implementing a truly inclusive culture
- Understanding the legal framework and beyond

Exploring the diversity of your team
- The traits of dominant and non dominant groups
- Exploring the needs of different teams

Developing diversity and inclusion
- Impact versus intention
- Creating a catalyst for change
- Creating an environment in which people can check and modify behaviour

Participants will learn to…

- Make the case for diversity and inclusion

- Understand the importance of psychological safety within a diverse team

- Consider the experience of dominant and non-dominant groups within the organisation

- Take steps to develop an inclusive culture that enables a diverse team to thrive

- Be confident in approaching colleagues if their behaviour makes colleagues feel less included

"It really made me think about the way I perceive bias and diversity in general. I feel I've genuinely learned skills that will help me improve my approach to inclusion both in the workplace and socially"

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