



Diversity Training Proposal

Purpose

To build diversity/cultural awareness so that every associate at every level has an understanding that there are many dimensions to diversity, everyone should be treated with respect and respect might look different for different people.

Length

Four hours

Instructional Techniques

Session will be highly interactive, including experiential activities and debriefs that illustrate concepts. Participants will also have the opportunity to discuss and practice the theories and techniques using realistic, job related examples.

Leading a Diverse Workforce

Introduction

- Experiential welcome activity that encourages interaction and illustrates the broad concept of diversity

Nature of Workforce Diversity

- Brief overview of difference between Diversity Management, EEO and Affirmative Action
- Diversity awareness assessment and discussion
- Dimensions of Diversity
 - o Activity and discussion about specific types of diversity – what each impacts the organization, the value each brings, the potential conflicts that can arise

The American Workplace in Contrast

- The typical American workplace
 - o Participant brainstorming on common features of the American workplace
 - o An outsider perspective on the idiosyncrasies of the American workplace
- Vs. workplaces in other countries
 - o A brief look at some general workplace features in different regions of the world
 - o Noticing similarities, differences, and points of potential conflict
- Respect and disrespect in American culture
 - o Participant views:
 - What makes you feel respected at work?
 - What makes you feel disrespected?
- Vs. respect and disrespect in world cultures
 - o Common forms of respect and disrespect in world cultures
 - o Noticing similarities, differences, and points of potential conflict
 - o Strategies for respectful interaction



- The American phrasebook
 - o A look at common American phrases and how they might be misunderstood
 - o Strategies for clear communication

Note: The information above should be considered a starting point for discussion. The session content and/or length can be adjusted and customized to best meet the needs of the organization.