# Diversity, Equity & Inclusion:

## Course Synopsis

The world of work is currently undergoing change which is more rapid and fundamental than at any time since the Industrial Revolution. Changing demographics, globalisation and technological acceleration bring with them a host of challenges and opportunities for every organisation.

Chief among these opportunities is seizing the initiative to transform and energise your organisation's culture around Diversity & Inclusion (D&I). Contemporary management research demonstrates that more inclusive organisations consistently and significantly outperform their homogenous and traditionalist competitors. Just as importantly, inclusive workplace cultures empower employees, by demonstrating that they belong and are able to thrive.

However, these benefits do not flow simply from formal hiring policies. Building an inclusive work culture requires engagement from every employee, at all levels of the organisation. This course will introduce you to the best-practice tools and concepts required to link inclusiveness initiatives to the organisation's mission, vision and values. The course is designed around highly interactive exercises and case studies, which will develop your skills for engaging in the constructive and courageous conversations which ultimately build that culture.

## Upon successful completion of this course, participants will be able to:

- identify the differences between strategic aspirations and lived inclusiveness;
- articulate the broadening definitions of 'work', and 21st Century 'skills';
- explain core concepts of D&I (e.g. intersectionality, multiple identities, empathy and awareness of unconscious bias);
- recognise the fundamental operation of Equal Employment Opportunity Laws in the context of daily work situations;
- articulate a clear link between inclusiveness and organisational performance; and
- identify key change drivers & strategic imperatives for inclusiveness initiatives, and how you can contribute to these.

The target audience for this course is early career employees. However, this course is also ideal for anyone seeking to increase their skills and knowledge in this topic, and to maximise their contribution to a team.

## Course duration: 1 day

(May be scaled up to 2 days, through the inclusion of additional context-specific skills development activities.)

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