



COURSE

Diversity and Inclusion

1st Edition

Inclusion



Formerly Inclusion & Belonging Training

Stakeholders view diversity not just as a reflection of organizational values and a means of fostering positive coworker relationships, but as a crucial factor for high-performing teams and a core driver of the bottom line. Our Workplace Diversity and Inclusion training Course explains the business case for creating an inclusive workplace where everyone can be their authentic selves, contributing to an inclusive culture that champions employee engagement.

Key Concepts

- What "identity filters" are and how they shape who we are and how we view the world.
- How to use curiosity and commonality to bridge the gap and find common ground with people who have different backgrounds, values, experience levels, and work styles.
- How teams composed of people with different backgrounds, values, experience levels and work styles deliver better business decisions and results.
- The true costs of "covering" when people feel like they can't be their authentic selves at work.
- How each of us can use our power to make room for others.

Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

VERSIONS

All Employees (30 min)

WHAT'S COVERED

- [Authenticity](#)
- [Belonging](#)
- [Bias](#)
- [Identity](#)
- [Intersectionality](#)
- [Tokenism](#)

COURSE EXPERTS

[Janine Yancey](#)

Emtrain Founder & Employment Law Expert

Lessons

Bringing Our Best Selves and our Best Results

We achieve our best - as individuals and as an organization - when everyone feels like they are part team.

Our Identity Filters

Ever wonder what makes you, "you?" Everyone is a product of their own backgrounds, experiences and values. These things make us who we are and shape how we see the world. And if we want to understand and better work with others, we need to start by unders

Curiosity and Commonality
Whenever you're part of team, it can take some time to navigate personal and work styles. That can often seem frustrating - but why not look at it as an opportunity. Being curious about what makes other tick and looking for common ground are great strateg
Valuing Differences and Delivering Better Business Results
Studies show that diverse team consistently deliver better results. Why is that - and how can making an effort to be inclusion translate into better business outcomes for everyone?
Authentic or Covering?
When people don't feel like they don't fit in, they often try to "cover" - or hide the parts of their authentic selves that they feel separate them from the team. That takes time and energy away from the work at hand - and means they can't be their authen
Using Our Privilege and Becoming an Ally
Some of us have more power - some of us less. But almost everyone has at least some power once in a while. The big questions for all of us? Are we using the power we have to build up our co-workers and team? How can small acts make a big difference?
When You Mess Up
Most of want to be part of team where everyone can be their authentic selves. And few of us want to make people feel excluded. But we're all human. So what do you do when you mess up and how can you fix it?
Brainstorming
What do you think? And what goals do you want to set for yourself to make space for everyone at work?
Post-Program Survey
A post-program survey on the learning experience.