

Diversity & Inclusion

Diversity is a fact of life in today's workplace. Some stakeholders see it as a way to foster positive co-worker relationships and a reflection of organizational values. Others see it as a practical necessity for high performing teams and financial success for the organization.

This course explains the benefits of creating a workplace where everyone can be their authentic selves. And it gives learners practical guidance and strategies so they know how they can help build a workplace that works better – for everyone.

This course teaches:

- 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 team 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 Version

- 30 minutes (Manager and Employee)

Languages

- English and translatable

Admin Optional Timer

Live action video workplace scenes show learners how inclusion and belonging issues play out at work. We also ask learners to choose a personal commitment on what they can do to make inclusion a priority. Interactive polling questions in the course give employers real insight into how learners feel about the concepts and culture skills presented. And Emtrain's innovative Ask the Expert feature gives learners direct access to course experts.

[See more course details or request a free demo >>](#)



Lesson	Description
<p>Bringing Our Best Selves and our Best Results</p>	<p>We achieve our best – as individuals and as an organization – when everyone feels like they are part team.</p>
<p>Our Identity Filters</p>	<p>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 understanding our own identity traits and filters.</p>
<p>Curiosity and Commonality</p>	<p>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 strategies to bridge any gap you think you see.</p>
<p>Valuing Differences and Delivering Better Business Results</p>	<p>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?</p>
<p>Authentic or Covering?</p>	<p>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 authentic selves at work.</p>
<p>Using Our Privilege and Becoming an Ally</p>	<p>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?</p>
<p>When You Mess Up</p>	<p>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?</p>



Lesson	Description
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.