

## Diversity

### Overview

A workplace is a diverse collection of individuals proud of who they are: their gender, generation, sexual orientation, religion, ethnic background, and all the other components that make an individual unique. The challenge becomes: how can we make these diverse individuals work as a collaborative team? We all know what happens to organizations that don't have effective teamwork: Underperformance, low morale and high costs of turnover. In this one-day workshop, you'll learn how you as an individual can celebrate diversity, and how you can help your workplace become a more diverse environment.

### Objectives

- Define diversity and its value
- How diversity and changes in my world affect me
- Self-Awareness Inventory
- Identifying stereotypes
- Eliminate misconceptions of diversity and its effects
- Saying the right thing
- The cornerstones of diversity; Knowledge, Understanding, Acceptance and Behaviour
- The STOP Technique
- Improve the management of diversity
- Dealing with discrimination

### Who Should Attend

This course is for leaders and managers who want to help their team to embrace cultural awareness and diversity.



### The Case For Diversity

1. Companies in the top quartile for racial and ethnic diversity are 35 percent more likely to have financial returns above their respective national industry medians.
2. Companies in the top quartile for gender diversity are 15 percent more likely to have financial returns above their respective national industry medians;
3. While certain industries perform better on gender diversity and other industries on ethnic and racial diversity, no industry or company is in the top quartile on both dimensions
4. The unequal performance of companies in the same industry and the same country implies that diversity is a competitive differentiator shifting market share toward more diverse companies.

### What we can do...

- Create an atmosphere which models respect for difference and recognizes the value of diversity in achieving organizational excellence.
- Ensure that every member understands what diversity means in their work, and how to optimize that understanding.
- Integrate diversity into meetings and daily activities to ensure the "infusion of inclusion" philosophy is being used.