

**Course Title:** **Valuing Diversity Workshop**

**Session Overview**: This program gives managers an opportunity to participate in an experiential process that allows them to learn in a non-threatening way behavioral skill that facilitate open communication about cultural differences without stereotyping and/or offending. Participants identify and share their own diversity issues and develop plans to widen their personal paradigm for understanding and valuing differences. Participants connect their plans to the organizations business objectives.

**Learning Objectives**:

1. Communicate the business case for sensitivity to diversity
2. Develop skills to more effectively manage inappropriate behaviors towards differences
3. Identify the impact of being different on productivity, morale, creativity, innovation, etc.
4. Exhibit behavioral skills that facilitate open communication about cultural differences without stereotyping and/or offending
5. Discover your own issues with diversity and stereotyping and develop plans to widen your personal paradigm
6. Translate how gender stereotypes carry over into the workplace
7. Examine how racial/ethnic stereotypes carry over into the workplace

* **Topic** **1. Introduction/Philosophy**
  + - Establishing Operating Norms
    - Defining Diversity
    - The Business Case: Diversity an Asset or Liability

* **Topic 2: Exploring Self-Awareness**
* Become aware of the various ways in which people isolate, prejudge, or discriminate against others in the work place
* Personal & Interpersonal Exploration - How Stereotypes and Biases are Formed
* The Impact of Being Different
* **Topic** **3: Gender & Racial Differences**
* Sensitivity and Gender Differences
* Workplace Gender Issues
* Racial Bias Video
* Fishbowl Exercise & Constructivist listening
* **Topic** **4. Diversity Action Options**
* Diversity Mixtures
* Diversity Tensions

* Action Options
* **Topic** **Section 5. The Ongoing Commitment**
* Action Plan
* Final Rounds
* Group Work Charts/Discussion
* Individual Reactions

**Agenda:**

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| Valuing DiversityWorkshop Agenda | |
| Section 1. Introduction/Philosophy  Ice Breaker / Business Case | Lecture/Discussion 20 min.  Small Group Exercises/Discussion 30 min. |
| Section 2. Personal/Interpersonal Exploration  Exploring Self Awareness  DAP Best Ways to Manage  How Stereotypes and Biases are Formed  Past Messages, Present Behaviors  A Class Divided | Individual Diversity Assessments 10 min.  Group Work Charts/Discussion 30 min.  Cultural Questionnaire/Discussion 15 min.  Listening Dyads 10 min.  Video/Discussion 30 min. |
| Section 3. Gender & Racial Differences  Gender Scripts  The Fairer Sex  Gender Issues (+&-)  Racial Differences  Consider the Barriers | Lecture/Discussion 15 min.  Small/Large Group Discussion 15 min.  Video/Discussion 30 min.  Group Work Charts/Discussion 30 min.  Video/Fishbowl & Constructivist  Listening Group Work 60 min.  Charts/Discussion 60 min |
| Section 4. Diversity Action Options  Diversity Mixtures  Diversity Tensions  Action Options | Lecture/Discussion 15 min.  Small Group Exercises/Discussion 15 min.  Action Option Case Studies 20 min. |
| Section 5. The Ongoing Commitment  Action Plan  Final Rounds | Group Work Charts/Discussion 30 min.  Individual Reactions 20 min. |
| TOTAL TIME | **6 hour min.** |

**Target Audience:**

Managers, supervisors, employees who work in diverse organizations

**Conclusion/Expected Results of Training**

Valuing diversity will get the organization and employees started on breaking down and rebuilding the walls – and handling the inevitable tension and complexities that naturally arise from a diverse workplace. The new skills will increase productivity and morale, enhance communications and increase sensitivity to differences. The changes create an environment where every person can work toward accomplishing the company goals.