



## Establishing a Culture of Diversity and Inclusion

It's widely understood that you can't 'train' people to debias their unconscious biases. But you can raise awareness around the benefits, advantages and choice of embracing a culture of diversity and inclusion.

It's not enough to merely recruit people of diverse cultures and backgrounds. You also want them to work optimally together, to feel a sense of belonging to your employee brand, to enjoy camaraderie and to leverage their ability to be creative, innovative and high performing as a team.

Attend this program if you want to make positive cultural shifts in your team or organization.

### How do I know I should attend this workshop?

1. Have you yourself felt like an outsider in your own team or organization?
2. Do you overhear comments of intolerance or discrimination from people at work and you're not sure how to intervene?
3. Do you have a diverse team but know that you're not performing optimally?
4. Are you disturbed that your culture is one of inequity and/or shows favor for advantaged groups over disadvantaged?
5. Do you feel compelled to make positive changes to your culture, but don't know where to start?

If you answer yes to most of these five questions, then this workshop is for you.

### What will I do?

You will:

- Define the numerous types of disadvantage versus advantage
- Discuss types of Unconscious Bias and ask whether it's possible to disrupt Unconscious Bias
- Work to gain a comprehensive appreciation for different cultural mindsets, beliefs and behaviors
- Discuss video clips scenarios and case studies
- Learn about allyship programs and how they can encourage a culture equity

### What are the outcomes?

By the end of this workshop you will:

- Appreciate key dimensions that can cause cultural misunderstandings and/or judgement
- Be able to more readily critique your own unconscious biases
- Be confident to articulate what it means to have a culture that embraces diversity and inclusion
- Have a personal and team action plan to ensure inclusivity going forward



## How do I prepare?

Watch the TED talk by Rocío Lorenzo, “How diversity makes teams more innovative”

## Who is iOpener?

We develop people and organizational performance through the power of happiness at work.