

# DEI in the *Workplace*

*Diversity, Equity, & Inclusion  
Training Program*



**Embracing diversity, equity, and inclusion (DEI) is essential to creating a successful business. Through diverse and inclusive workplaces, companies can foster employee engagement and enhance productivity, better attraction and retention of employees, and overall better financial outcomes.**

For employees, a diverse and inclusive workplace can enhance a sense of belonging and an environment where you can bring your true self to work.

Creating an diverse, inclusive, and equitable workplace requires intentional and deliberate actions and behaviours from each person in the organization.

This program will support those who want to be part of a respectful, inclusive, and equitable environment where everyone can thrive through a greater understanding of DEI and its many components.

**Who is it For:**

- Individuals interested in learning more about DEI
- HR professionals, leaders, and others involved in hiring or responsible for DEI in their organization
- Individuals or organizations that are looking to add to their knowledge about the impact of DEI on every aspect of the workplace

## Section One

# Introduction to DEI

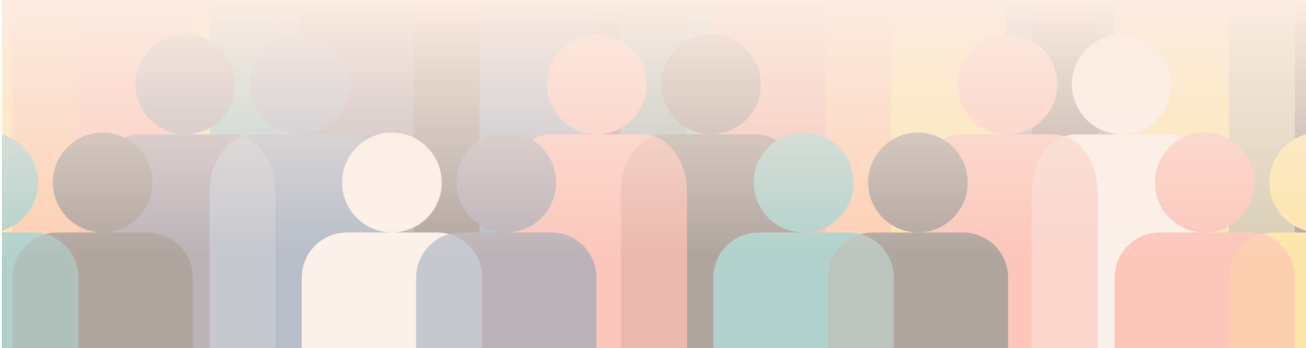
**Let's start the conversation. This introduction to DEI provides a review of the terminology related to diversity, equity, and inclusion and how DEI can be of great benefit to employees and organizations.**

We will take a deeper dive into each element and how it shows up in the workplace.

The course will explain the importance of identifying and addressing our minds' unconscious biases against people who are different from us. Finally, the course provides a summary of the best ways to foster a diverse and inclusive environment, including practical examples from the industry itself.

### **Learning Outcomes**

- Understand the benefits of diversity and inclusion, including the business case for diversity and inclusion and how it leads to improved business outcomes and employee engagement, productivity, and sense of belonging.
- Discover the many dimensions of diversity.
- Understand the difference between equality and equity.
- Identify anti-discrimination law concepts.
- Learn how to put diversity and equity into action to foster inclusivity.



## Section Two

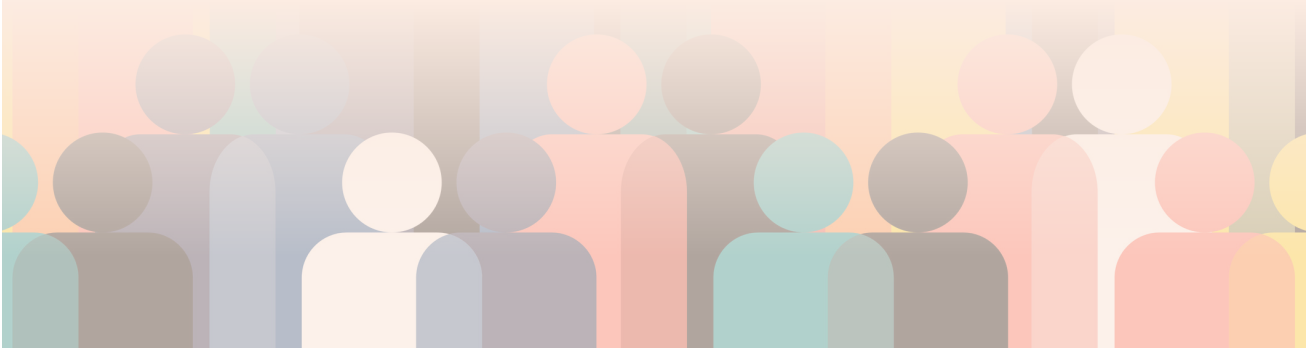
# Unconscious Bias and the Workplace

**Understanding unconscious bias is a key component in advancing DEI efforts in the workplace.**

This session will discuss different types of biases and how to better understand & work in tangible ways to challenge your own biases. Learn how unconscious bias intercepts with workplace practices such as recruitment, selection, promotion, development, and everyday workplace interactions.

### **Learning Outcomes**

- Understand the difference between explicit and implicit bias.
- Explore the way our brains work and how it leads to unconscious bias.
- Review the types of unconscious bias and how they show up in the workplace.
- Discover ways to identifying and manage your own unconscious bias.



## Section Three

# Microaggressions in the Workplace

**Microaggressions are subtle and often result from implicit bias. By their very nature, they are counter productive to inclusion efforts.**

Empower through awareness: learn to recognize and address microaggressions for positive and measurable change.

### **Learning Outcomes**

- Define microaggression and their types in the workplace.
- Understand the negative implications of microaggressions on those who experience them.
- Learn how to respond to microaggressions in a positive and effective manner.



## Section Four

# Intentional Inclusion in the Workplace

**This session will enhance your understanding of inclusion while providing you with actionable ways to practice DEI at work.**

This session will review how we can participate in and actively practice purposeful inclusion through allyship, inclusive language, employee resource groups (ERG), and more.

### **Learning Outcomes**

- Understand the meaning of allyship, privilege, and power and how they co-exist
- Explore the types of allyship.
- Understand speaking with inclusive language.
- Review other ways to support DEI through ERGs, diversity moments, lunch and learns, and other activities.



## Dates

### **Intro to DEI**

Tuesday, November 7 (11:00am to 12:30)

### **Unconscious Bias and the Workplace**

Tuesday November 14 (11:00am to 12:30)

### **Microaggressions in the Workplace**

Tuesday November 21 (11:00am to 12:30)

### **Intentional Inclusion in the Workplace**

Tuesday November 28 (11:00am to 12:30)

## Program Cost

**Individual Sessions: \$125 +HST | All Four Sessions: \$400 +HST**

Please purchase individual sessions if you do not intend to attend the entire course - credits cannot be offered for missed courses.

***Tailored courses are available for your team - contact us to discuss a customized training program built for your organization.***

## What You Can Expect

### **Flexible Learning Design:**

Participants will be able to participate from across the country. Each virtual session is delivered live, with registration capped at 25 participants to ensure everyone has the opportunity to engage with the presenter and each other.

EHRC are delighted to partner with WiRE on this program to provide individuals and organizations with practical training in diversity, equity, and inclusion.



**CLICK HERE TO REGISTER**