

# Diversity and inclusion

A 90-minute virtual session

## Overview

This virtual session is designed to support a proactive approach to managing equality, diversity and inclusion. It covers the moral and legal aspects as well as the business case for diversity and inclusion – the importance of valuing individual differences at work and creating a positive working environment, where everyone is treated with dignity and respect.

The virtual session is supported by separate virtual session sessions on 'Harassment and bullying' (which takes a deeper look at how to manage unacceptable behaviour at work), and 'Breaking bias'.

## Learning objectives

- Understand what is meant by equality, diversity and inclusion and their relevance to organisations and individuals at work
- Recognise the moral, legal and business case for promoting diversity and inclusion
- Know the importance of valuing individual differences and treating people with respect, in line with company policies

## Audience

Anyone in organisations that need to create more awareness, get more buy-in to these important areas, promote positive behaviours, and minimise risk, including:

- HR professionals
- Line managers
- Employees

## Special feature

This programme can be tailored to particular settings.

## Virtual session outline

### 1 Welcome, agenda, overview

- Objectives and agenda
- The context – changes in society and drivers for organisations

### 2 Equality, diversity and inclusion

- Equality, diversity and inclusion – in practice
- Treating people fairly and objectively – the moral case
- The diversity / inclusion matrix – benefits and the business case

### 3 Organisational perspective

- What it means to your organisation
- Policies and procedures

### 4 Valuing difference

- Differences and potential conflict
- The human factor – a model of acceptance

### 5 Working with respect

- Dignity and respect at work
- Responsibilities – individual and organisational

### 6 Discrimination

- An overview of discrimination law
- Minimising risk and liability

### 7 Managing diversity and inclusion proactively

- A strategy for success
- Tackling challenging issues
- Creating a positive and inclusive culture

### 8 Action plans and next steps

For a no-obligation discussion about running this session for your organisation on an in-house basis, just give us a call on **01582 463462**.