

Fostering Diversity, Equity And Inclusion In The Workplace



Course Overview

Diversity, Equity and Inclusion (DEI) is not a nice to have for today's organisations. In a world of multiculturalism, freedom of expression and new insights into neuro-diversity DEI is an essential part of any organisations growth strategy.

But is DEI really? When organisations say they support inclusion but are known internally to reward rapid decision makers what does that mean for those leaders who are uncomfortable with that – would they feel included?

DEI is at the heart of an organisation's culture because it's about creating an environment where everyone feels valued and has equal opportunities.

Program Format

This is 1-day program that can be delivered face-to-face or virtually.

Course Objectives

- Define and identify the differences between Diversity, Equity and Inclusion.
- Explain the role of leadership in fostering a true DEI culture.
- Challenge their own self-awareness by identifying common biases and learning how to avoid them.
- Incorporate the concepts of psychological safety and radical candour into feedback conversations.
- Assess themselves against 8 core competencies of DEI leadership.
- Create strategies for identifying and harnessing peoples' motivations.

Course Outline

Defining The Terms

Diversity versus equity versus inclusion. It may seem simple but understanding the differences between these terms and building a common language can really accelerate your DEI environment.

5 Challenges of DEI Leadership

To create a genuine DEI environment leaders must understand the challenges they face and, perhaps more important, they must create strategies for dealing with those challenges. Learn the tools and techniques for dealing with:

1. Biases and predispositions.
2. Misunderstanding of diversity of thought.
3. Lack of specific skills.
4. The self-perception trap.
5. Organisational constraints

8 Core Competencies of True DEI Leaders

Look at the core competencies of DEI leadership and assess yourself against those competencies. This is about improving your own self-awareness and creating a plan to both leverage your strengths and build capability you need to.

Psychological Safety – It's About Being Comfortable With Being Uncomfortable

Psychological safety isn't just about making sure everyone feels comfortable enough to bring their true selves into the workplace. That is certainly a part of it, but it's also about accepting that we all have different ways of thinking and that can sometimes make conversations uncomfortable. Embracing this discomfort can lead to amazing outcomes.

Feedback and Radical Candour

As leaders, we sometimes need to have difficult conversations. Radical candour is about nurturing your ability to challenge people directly and building empathy so you care personally. Together these allow us to have difficult conversations in a way that is respectful and supportive.

Understanding Motivation

Motivating people is a skill all DEI leaders need. To tap into people's motivations you must understand two things:

1. What – exactly – motivates people (knowing it's different for everyone) and
 2. How to help people harness their motivations.
- If you can do that your team's engagement levels will skyrocket.

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