

# Diversity Awareness

Encouraging tolerance for difference is easier said than done. Few organisations would say that they do not aspire to equality at work, but making it work consistently is another matter. This workshop helps attendees gain a better understanding of the facets of human nature that can unwittingly lead to – or be interpreted as – discriminatory behaviour, and encourages them to examine how small changes in individual behaviour can produce lasting change in workplace relations. Participants are encouraged to take a proactive stance, and personal responsibility, towards creating and maintaining a ‘healthier’ workplace where individuals can flourish.

## content

- Brief definitions of ‘equality’
- European and UK law
- Bullying and harassment
- Unwitting discrimination
- Respect and dignity, at work and elsewhere
- Difference: race, gender, ethnicity, sexual orientation, age and ‘other’
- Assumptions, thoughts and behaviour
- Knowing ourselves, recognising bias and prejudice
- Monitoring our language, beliefs and behaviour
- Understanding and demonstrating equality

- The strengths of diversity
- Personal responsibilities, management contributions
- Creating and maintaining a tolerant environment
- Actions for a workplace that works
- Organisational culture and climate

## objectives

Raise awareness of the factors that create workplace inequalities for staff based on perceived ‘difference’

Foster an understanding of how our personal attributes and behaviour might unwittingly cause offence to others

Encourage reflection on how individuals might contribute to a respectful and tolerant organisational culture

Provides a management checklist for ensuring a positive work environment

Acts as a forum for discussion and review of the organisation’s policy and practice