



Equality and Diversity UK
www.equalityanddiversity.co.uk

Building Inclusive Workplaces



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Course Overview



The "Building Inclusive Workplaces" course is designed to support employers in addressing instances of discrimination within their organisations.

This course focuses on providing individual staff members who have engaged in racist, sexist, homophobic, transphobic, or any other form of discriminatory behaviour with the necessary tools and strategies to repair their behaviour and contribute to a more inclusive work environment.

By participating in this course, employers can actively work towards repairing their organisation's reputation and fostering a culture of respect and equality.



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Course Objectives



Understand the impact of discrimination: Participants will gain a comprehensive understanding of the negative consequences of discrimination on individuals, teams, and the overall workplace environment.

Recognise personal biases and prejudices: Participants will engage in self-reflection exercises to identify their own biases and prejudices, enabling them to develop a deeper understanding of their impact on others.

Develop empathy and cultural competence: Through interactive activities and case studies, participants will learn to empathise with individuals who have been affected by discrimination and develop cultural competence to better navigate diverse workplace settings.



Course Objectives



Learn effective communication strategies: Participants will acquire essential communication skills to engage in respectful and inclusive conversations, fostering a more inclusive work environment.

Explore strategies for behaviour change: Participants will explore strategies and techniques to modify their behaviour, challenge discriminatory beliefs, and actively contribute to a more inclusive workplace.

Understand the legal implications: Participants will gain knowledge about relevant laws and regulations related to discrimination in the workplace, ensuring compliance and minimizing legal risks.

Repairing employer reputation: Participants will learn how to take responsibility for their actions, make amends, and contribute to rebuilding the employer's reputation through genuine efforts towards positive change.



Course Structure

- This course is designed as a series of 1-1 sessions tailored to the specific needs of each participant.
- The sessions will be conducted by experienced facilitators who specialise in diversity, equity, and inclusion.
- The course will include a combination of interactive discussions, case studies, and self-reflection activities to ensure an engaging and transformative learning experience.



Target Audience



This course is specifically designed for employers who have staff members that have engaged in discriminatory behaviour and are committed to repairing their behaviour and the employer's reputation. It is suitable for individuals at all levels within the organisation.

By participating in this course, employers can demonstrate their commitment to fostering an inclusive workplace, repairing harm caused by discrimination, and creating a positive and respectful environment for all employees.

