

## DIVERSITY, EQUITY & INCLUSION TRAINING

Education and training are the keys to understanding the similarities and differences that make your organizations strong and enable you to overcome barriers to effectively work together.

### TRAINING MODULES TO ENHANCE AND IMPROVE ORGANIZATIONAL CULTURE

**Cross Cultural Competence** – Cultural competency is the ability to adapt, work and manage successfully in new and unfamiliar cultural settings. Culturally competent people recognize that culture may impact the way people from different backgrounds perceive the same facts. When several competing interpretations of a situation may be valid, they can place apparent contradictions in cultural contexts and deal with the ambiguity.

**Identifying and Counteracting Unconscious Bias** – We are all subject to our own unconscious biases that result from messages (from an array of sources) introduced into our subconscious as early as age 3. These attitudes and beliefs often remain deeply rooted in our subconscious and can unconsciously influence how we act and react to others. Once made aware of unconscious biases, they can be successfully addressed and interrupted leading to better decision making, results and feelings of inclusivity/cohesiveness as a team.

**Aligning Diversity, Equity & Inclusion at Work** – Once you have identified your personal unconscious biases, you can more readily identify potential biases/barriers in work processes and practices. By constantly evaluating the impact of diversity, equity, and inclusion at every stage of the employment process, from hiring, onboarding, succession planning, performance development, to mentoring/retention, you can focus on the goal of providing a fair and respectful environment for everyone, not just one group.

**Leveraging Generational Differences** – With five generations in the workplace, often the balances of power, technology and history collide. Merging the different skill sets from each generation will allow a problem to be evaluated from multiple perspectives and each person will gain a better understanding of another's perspective. Having an engaged workforce regardless of your generation will make the company more attractive to a broader group of customers and potential employees.

**Inclusivity & Employee Engagement** – Engagement is one of the key factors that determines retention, higher performance and greater returns on investment. Feeling included results in greater engagement, better performance and greater profits. To create a culture of inclusivity, companies must first become great listeners and act on the feedback provided.

**Diversity, Equity & Inclusion and its Impact on Corporate Success (Executive Training)** – During this training, participants explore the value of investing in diversity, equity, and inclusion, develop key leadership skills to increase the organization's sustainability and engage in self-reflective learning that will expand their leadership mindset. This training will explore the importance of creating an environment where employees feel valued, included and empowered to do their best work and bring great ideas to the table, to support an organization's sustainability and success.



Additionally, any of the trainings that we conducted as part of our complimentary 6-session Diversity Webinar Series: **Updating your Perspective on Inclusivity at Work** can be personalized for your workforce. A synopsis of each session is below.

## DEI WEBINAR SERIES

### UPDATING YOUR PERSPECTIVE ON INCLUSIVITY AT WORK

**The Ugly Truth about Appearance Discrimination** – This session explores a variety of appearance-based issues that employers face every day, and discusses situations in which business culture and necessity clash with discrimination laws based on race, national origin, religion, gender, sexual orientation, disability, and more.

**Learning the Language of Inclusivity – An Overview of LGBTQIA Issues Confronting Employers in the Workplace** – This presentation provides an overview of evolving LGBTQIA issues confronting employers in the workplace. Topics include Terminology 101, an update on federal law and state trends, positions taken by the EEOC and DOJ, and employer best practices.

**Competing Rights – Creating Balance** – There are competing rights all around us – from the right to refuse serve versus the right to service; the right to protest in support of Black Lives Matter versus the right to bear arms; and the right to have a comfort animal onboard a commercial flight or in the workplace with you versus someone else’s right to request for accommodation not to be subjected to such comfort animals. This webinar discusses how these competing rights are being addressed by employers to attempt to bring about a fair and balanced response to the rights of all.

**Where are you on the Continuum? – Cultural Competence and Differences at Work** – Have you considered the impact of individual culture in the workplace? This presentation provides an overview of the importance of cultural competence at work, including understanding and acknowledging the impact of race, identity, immigration, religiosity, and vernacular in the workplace.

**Neurodivergence and Mental Health Diversity** – Neurodiversity has been described as the viewpoint that neurological variations such as autism and attention deficit hyperactivity disorder (ADHD) are not deficiencies, but instead are simply differences in how human brains operate. During this session, we discuss how employers can manage neurodivergence in the workplace, including on-boarding and off-boarding considerations, reasonable accommodation issues, and effective performance management.

**Generational Bashing, is it Real?** – We’ve all heard or seen the “OK, Boomer!” and “OK, Millennial!” banter in social media and elsewhere; but do such remarks rise to the level of inappropriate age-related slurs that may expose employers to actionable age discrimination claims? This webinar explores the legal and practical implications of trying to bring closure and understanding to the various generational gaps.

Regardless of where your organization may presently be on the path to making DEI a part of your culture, our attorneys will work alongside you to determine the most advantageous course of action in developing and implementing a program that will provide the greatest benefit to you and your employees. We encourage you to visit our **Diversity, Equity & Inclusion** practice group page to learn more and **click here** for a list of associated attorneys.