

Tackling Bias in the Workplace: a Manager's Guide

In today's diverse workforce, every employee wants to be appreciated for who they are. When you build this kind of inclusive culture, the payoffs are huge — happier, more engaged employees, greater innovation and productivity and lower turnover. But this doesn't happen by accident.

Studies show again and again that paying close attention to the concepts of diversity, equity, inclusion and belonging (DEIB) leads to greater success for you, your team and your organization.

Frontline leaders are key to this success. That's why we designed this live, virtual course especially for managers and team leaders. The business case for DEIB is stronger than ever. And this insightful, engaging course offers straight talk and tools to help you challenge unconscious bias, prevent microaggressions and close in on the hidden barriers that stand in the way of inclusion and equity.

Session 1

Recognizing the Benefits of Diversity, Equity, Inclusion and Belonging (DEIB)

- Define the four concepts that make up DEIB
- Discuss the multiple types of diversity found in the workplace
- Identify the benefits of DEIB in the workplace
- Explain why a diverse workforce provides a competitive advantage
- Determine how a diverse workforce can provide an advantage to your business

Session 2

Confronting the Challenges of DEIB

- Describe how experience and knowledge create awareness
- Assess your personal level of awareness
- Discuss the spheres of awareness and how they impact bias
- Understand the concept of inequity, where it stems from and why it persists
- Explain misalignment and why it's the number one cause of communication breakdown

Session 3

Overcoming the Common Barriers to DEIB

- Discuss preferential treatment and when it occurs in the workplace
- Structure an anonymous process for evaluating employees and job candidates
- Define opportunity inequity and explain how it harms an organization
- Explain what steps are needed to break the cycle of inequity
- Examine the impact of microaggressions and improve actionable awareness

