

## **Dignity at Work**

### **Promoting Diversity & Inclusion in the Workplace**

#### **Who is it for?**

Individuals and managers.

#### **Overview:**

The workplace should be somewhere that everyone feels valued and is treated with courtesy and respect. We should all experience dignity at work.

“Diversity is being invited to the party, inclusion is being asked to dance!” Verna Myers

We do not always recognise or understand the different needs of different individuals and cultures, so all too often we do not recognise the impact our behaviour can have on others, no matter how well intentioned we are. This workshop explores different behaviours that may or may not be acceptable and where bias comes from and what we can do to overcome our own unconscious bias.

#### **Aims & Objectives:**

This workshop will cover the following areas:

- 💡 Understand The Equality Act 2010
- 💡 Recognise the unintended consequences of banter in the workplace
- 💡 Discuss the of impact unconscious bias and prejudice at work
- 💡 Explore ways to achieve greater levels of inclusion

#### **Outline:**

##### **1. The law**

- ✓ Bullying and harassment – definitions
- ✓ The Equality Act 2010

##### **2. The Impact of Different Behaviours**

- ✓ Exercise requiring interaction and discussion around behaviours that may or may not be acceptable
- ✓ Personal reflection on what it is like to experience bias
- ✓ Experiencing prejudice – an exercise to encourage reflection on what prejudice feels like and how to overcome discrimination

##### **3. Unconscious bias**

- ✓ What unconscious bias is
- ✓ Where unconscious bias comes from

#### **Timings:**

3 hour morning or afternoon session.

#### **Format:**

The workshop is for up to 12 delegates. It is a mix of theory and practical exercises. The session ends with developing an action plan for putting learning into practice in the workplace.