

# CORE TRAINING DESCRIPTIONS

## Policy and Culture

### **Diversity, Equity, Inclusion, and Belonging 101**

This interactive program allows participants to develop their understanding of diversity, equity, inclusion, and belonging in the workplace and their role in creating a culture of belonging. Topics discussed during this program include belonging, conscious and unconscious bias, benefits of workplace diversity, and cultural competency. Participants can practice self-reflection, ask questions, and learn in a supportive environment.

Learning Objectives:

- Develop a better understanding of diversity in the workplace
  - Identify personal role in creating a culturally inclusive work environment
  - Recognize strategies to improve belonging in the workplace
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### **Inclusive Leadership**

This 90-minute leadership program allows participants to understand inclusive leadership and their role in fostering an inclusive workplace. Participants will learn the 6 C's of inclusive leadership, analyze their current behaviors, and identify strategies to create a sense of belonging in the workplace.

Learning Objectives:

- Develop a clear understanding of diversity & inclusion in the workplace
  - Identify leadership's role in creating a culturally inclusive work environment
  - Recognize effective strategies to address DEIB related concerns.
  - Discuss methods to foster a culture of belonging
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### **Maintaining a Respectful and Empathetic Workplace**

This 90-minute program will teach participants to maintain a respectful workplace by highlighting the importance of empathy for others. Participants will learn about the negative consequences of harassing and bullying behavior and develop an understanding of intent vs. impact. Conversations about strategies to effectively address inappropriate behaviors will empower employees to hold themselves and others accountable for maintaining a respectful and empathetic workplace.

Learning Objectives:

- Understand harassment, bullying, and discrimination
- Recognize the impact of inappropriate behaviors in the workplace
- Develop skills to address inappropriate workplace behavior
- Discuss the role of empathy at work