

FUNDAMENTALS OF DIVERSITY: TRAINING CURRICULUM



*3 x 1.5-hour sessions • Register online at GreaterRochesterChamber.com.
Seminars are held online via a virtual platform.*

This series of three workshops are designed to foster an understanding of the concepts of diversity, equity, and inclusion, and establish a foundation on which to build your diversity initiative. It will include:

1. Defining diversity and multiculturalism and understanding the business case of these concepts.
2. Identifying and appreciating the many levels of culture and the frameworks for examining the inclusion of cultural differences in the workplace.
3. Describing the issues involved in maintaining cultural identities in the workplace.
4. Understanding the nature of diverse cultural, ethical, compliance, and value systems as they impact organizations.

Why Is Talking About Diversity Important?

- Define what diversity means.
- Learn why diversity is important to employers.
- Understand the compliance requirements that drive diversity in terms of equal employment opportunity laws as well as additional prohibitions against workplace harassment.
- Understand the commitment to promoting and preserving a diverse workplace.
- Identify the role and responsibility of every employee in keeping your company in compliance with the law and meeting your diversity policy objectives.

Developing a DEI Strategy:

- Learn how to develop your DEI strategy.
- Learn how to identify areas of concern and develop strategic objectives to address them.
- Learn how to promote a DEI strategy.
- Learn how to create a workplace that is free from discrimination and harassment based on a DEI strategy.

Engaging Today's Diverse Workforce:

- Learn how to engage today's diverse workforce.
- Address how diversity issues affect the workplace.
- Learn the four diversity "hows":
 - How to overcome stereotyping.
 - How to identify similarities and learn from differences with co-workers.
 - How to get the most from the new perspectives of a diverse workforce.
 - How to maximize the benefits of diversity.

A certificate of completion will be provided after the training. Attendees may earn SHRM and/or HRCI recertification credits for attending HR/HR-related conferences, seminars or workshops.

Cost: \$250 for Greater Rochester Chamber Members • \$350 for Non-Members

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