

Foster an inclusive work environment : DEI Strategies for leaders and teams

Duration: 0,5 day

Audience: Professionnel RH|Gestionnaire

Who is this training for?

Managers, supervisors and professionals

Training objectives

- Understand the importance of EDI in the workplace
- Improve practices to create an equitable and inclusive environment
- Discover concrete solutions to address EDI challenges
- Prevent and resolve sensitive situations
- Develop your action plan

Summary

In an ever-changing professional world, it is essential to cultivate an environment where every individual feels valued, respected and included. This training is designed to provide knowledge and awareness of diversity and equity issues, while providing the tools needed to promote a culture of inclusion. Participants will discover the importance of these values for team cohesion and performance, as well as concrete strategies to integrate into their daily professional lives to make diversity and inclusion levers for success and innovation.

Course outline

Introduction

- The importance of equity, diversity and inclusion (EDI) in an organizational context
- Understanding the concepts of equity, diversity and inclusion
- Feedback on the evaluation questionnaire about unconscious bias (Harvard University) that was completed online one week before the start of the course

Criteria for inclusion

- The 10 key cultural values
- Identifying challenges and obstacles in a work context

Unconscious bias

- A look back at self-diagnosis
- Biases that can affect our perceptions or influence our decision-making
- Concepts to consider to understand each person's place in their work ecosystem
- Becoming aware of the impact of our biases and interactions
- Discovering the notion of microaggression
- Keys and strategies to overcome microaggressions

Strategies for adopting inclusive and equitable language

- Stereotypes and generalizations
- Neutrality
- Vocabulary and pronouns
- Expressions and metaphors

Conclusion

- Commitment
- Individual action plan

Approach and methodology

1. Learning about yourself and the content.

2. Learning together.

The workshop is highly interactive, allowing participants to :

- Increase their level of engagement.
- Share and learn from the experiences of other participants

- Use real-world examples from the workplace to reinforce learning.

3. Learning in action.

Experiential activities foster the awareness that is essential for lasting change, enabling the emergence of concrete and applicable knowledge.

Recommendations

It is recommended to participate in this training with an openness to personal reflection and dialogue, in a climate of respect and benevolence. Participants will benefit from actively engaging in experiential exchanges and activities, based on concrete situations experienced in the workplace, in order to promote sustainable awareness and the development of concrete actions in terms of equity, diversity and inclusion.