



Inclusion: Going Beyond Diversity

Course ID #: 7000-795-ZZ-Z

Hours: 7

Course Content

Course Description:

Inviting someone to join your team and then actually working with them are two separate things. How many of us have been part of teams where we felt like the outsider? “We are only here because they were forced to put me on the team.” Or worse, “I feel invisible.”

In recent years, the power of diversity has become clearer and clearer. We know that by being part of groups that bring different perspectives and walks of life to the table, we are able to achieve greater heights than sequestering ourselves inside of an echo chamber. We have taken the first steps by including those who do not look, sound, or think like us. However...

Diversity is having a seat at the table. Inclusion is having a voice in the conversation.

It is not enough to have a diverse team. That diversity is for naught if team members feel scared, invisible, or unwanted. We can only reach greater heights of performance and community through active involvement. Inclusion is essential. It's time to begin the conversation on the difference between inclusion and diversity and find a path that not only encourages but desires all voices to be part of the conversation.

Course Objectives:

Upon completing this course, students will be able to:

- Contrast diversity and inclusion as well as how they manifest on a team
- Articulate the team's relationship to inclusion and how this influences external stakeholders
- Develop a plan to lead conversations on involving diversity and inclusion as well as how to act upon this plan within daily work

Target Audience:

Any business professional or leader that recognizes the power of solidarity in groups composed of vastly different outlooks, appearance, and walks of life, and want the tools to further these conversations with others.

Topics:

Lesson 1: Change is Hard

Lesson 2: Origins of Change

Lesson 3: Change Agents: The Roles We Play in a Diverse Workplace



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Lesson 4: The Change Has Already Begun

Lesson 5: Gender at Work: It's Not a Woman's Problem

Lesson 6: What's Your Purpose?

Lesson 7: The Workplace of the Future: Breaking the Mold, Letting Everyone In

Lesson 8: The Changing Marketplace and Our Diverse Customers

Lesson 9: ERGs: Change Can Be Tribal

Lesson 10: Talking Diversity: Leading Your Diversity and Inclusion Revolution

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