

Workshop Title	Description	Goals
<p>Looking In & Looking Out: Exploring Workplace Diversity</p>	<p>This two-hour workshop engages participants in exploring human diversity by reflecting on what makes individuals unique and how it affects one's worldview. Through telling stories, participants learn more about themselves and others in their organization. This interactive workshop also provides opportunities to practice communication skills for understanding across difference.</p>	<p>By the end of this workshop you will be able to:</p> <ul style="list-style-type: none"> • Reflect on who we are • Learn about others around us • Explore the impact of identity • Practice skills for interaction across difference • Identify resources
<p>First Take, Second Look: Exploring Unconscious Bias</p>	<p>This two-hour workshop engages participants in discussions regarding how we may not always be aware of how we engage in behaviors that are problematic for others, as well as what to do as a recipient of biased behavior. The workshop features interactive learning, through small and large group discussions.</p>	<p>By the end of this workshop you will be able to:</p> <ul style="list-style-type: none"> • Identify Unconscious Bias • Recognize the impacts and consequences of Unconscious Bias • Explain how Unconscious Bias happens • Take actions in response to Unconscious Bias • Identify resources
<p>Let's Talk: Engaging in Cross-Cultural Communication</p>	<p>This two and a half hour workshop engages participants in conversations regarding "what gets in the way" when communicating across difference. This workshop reviews interactive communication theory and U.S. domestic dynamics of Human Diversity. Participants will work with each other in discussing and applying this information in varied situations.</p>	<p>By the end of this workshop you will be able to:</p> <ul style="list-style-type: none"> • Increase awareness of our personal communication styles • Increase awareness of diversity and the complexity of communication styles • Come away with knowledge and application of the "Intent vs. Impact" model • Learn and practice skills that contribute to more effective cross-cultural communication
<p>Creating Inclusive Work Environments</p>	<p style="text-align: center;">THIS WORKSHOP IS FOR SUPERVISORS AND MANAGERS ONLY.</p> <p>This eight-hour workshop explores the importance of creating inclusive work environments and effective teams. We will examine the principles of equity and inclusion, emotional intelligence, and multi-generational workforce issues. The class will finish with an Interactive Theater presentation and participatory discussion. By applying these principles and treating people with fairness and respect, individuals and teams will be motivated to contribute all their talents and ideas and perform at their best.</p>	<p>By the end of this workshop you will be able to:</p> <ul style="list-style-type: none"> • Identify and encourage behaviors conducive to creating inclusive work environments & effective teams • Increase awareness of and empathy for different points of view & other dimensions of diversity • Understand Principles of Community & Principles of Equity and Inclusion • Share key results of staff climate survey • Apply micro-inequities, and emotional intelligence & diversity concepts to managing people effectively • Apply knowledge of a multi-generational workforce to managing generational differences