

# Conscious Inclusion

## 90 Minute Workshop

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Diversity is a complex subject - it is those human qualities that are different from our own and outside the groups to which we belong, yet present in other individuals and groups. It is important to understand how these dimensions affect performance, motivation, success and interactions with others. Today's best practice diversity management involves creating an inclusive organisational culture that values, embraces and celebrates individual differences.

**The subject of conscious inclusion has to be introduced carefully to give people a paradigm shift that encourages them to take a really good look at how their behaviour could impact on other people**

## Content

The Conscious Inclusion workshop provides a safe place to allow delegates to talk frankly about differences in the workplace, understand more about how bias works, feel more confident in being able to actively challenge, and ensure that they have a greater understanding and connection with people who are different to them.

- To ensure that the organisation creates a climate of inclusivity through educating employees
- To understand how to overcome natural bias
- To ensure that the organisation is dealing effectively with racism or harassment
- To set the boundaries and ensure that there is clarity on what is appropriate or inappropriate
- To understand your role as a leader, people manager or supportive employee in eliminating bias and creating an inclusive culture

## Format

The sessions are facilitated by experts from our EDI team and can be delivered virtually or face to face.

The workshop can be tailored to your organisation based business specific requirements and company culture including any EDI diagnostics already carried out.

