

Diversity Issues in the Workplace - An Introduction		
Duration	1 day	
Format	Group workshop - maximum of 15 delegates	
Content	Part one	<p><i>Understanding the role diversity plays in a modern workplace</i></p> <ul style="list-style-type: none"> • Defining diversity • Diversity vs. Equal Opportunities • Diversity and business models • Respecting individual differences - avoiding stereotypes
	Part two	<p><i>Insight into key issues and their impact on business</i></p> <ul style="list-style-type: none"> • Identifying and defining minority groups (i.e. gender, race/ethnicity, disability, religion, social class, age, sexual preferences, etc.) • Race and ethnicity - this section will look to focus particularly on the Afro-Caribbean, African and Asian communities: <ul style="list-style-type: none"> ○ Ethnic groups - migrants and UK-born citizens: is there is difference in culture? ○ Key traditions and customs (e.g. choice of clothes, holidays, etc.) ○ Sensitive issues (i.e. what topics are considered taboo or impolite to raise? Are there connotations associated with certain terms?) • Gender - issues facing women in the workplace: <ul style="list-style-type: none"> ○ Balancing family and a career (includes discussion on the increasing demand for child care facilities at work, flexible working hours, etc.) ○ Do women still perceive that there is a glass ceiling on their career development? • Disability: <ul style="list-style-type: none"> ○ Definitions of disability (e.g. physical vs. learning, etc.) ○ Disability in the workplace ○ The physical environment - finding out what changes may be required, legal requirements, (e.g. ramps, adapted PCs, etc.) • Religion - this section will tie closely in with the section on Race and Ethnicity: <ul style="list-style-type: none"> ○ Impact religious practices may have on work and social interaction, e.g. Erev Shabbat (eve of Sabbath), Fasting during Ramadan for Muslims; prohibition on consuming alcohol or meat, etc. • Religious holidays/festivals
	Part three	<p><i>Going forward- Your action plan</i></p> <ul style="list-style-type: none"> • Discussion on the following: <ul style="list-style-type: none"> ○ Self-assessment of current situation ○ Implementing change on a personal, departmental and company-wide level - what needs to be considered?
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