

# Diversity and Inclusion (Employee Module)

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## Learning outcomes:

- Recognise different behaviours, attitudes and values.
- Identify why diversity and inclusion is important.

## What you will need:

- Handout 1 – What makes us different?
- Handout 2 – The world in which we live

## Content and suggested timings:

Introduction	5 mins
What do the statistics say?	10 mins
What makes us different?	15 mins
How well do you know the world we live in?	30 mins
<b>Total duration:</b>	<b>60 mins</b>

## Introduction

We sometimes hear employees say 'diversity and inclusion is something that managers need to know about – not me!'

It's true that managers need to understand what their responsibilities are and how to ensure their people policies and working practices are bias free and fair. They also need to be aware of potential prejudices, and be confident enough to be able to promptly deal with stereotyping, bullying, harassment and any undignified and disrespectful behaviour.

But all employees need to be involved and take responsibility – not just the managers and organisation's leaders – if we are to create an inclusive culture and a working environment that truly respects and supports diversity.

**There are three main drivers of diversity and inclusion initiatives in organisations:**

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