



# DEI 101 Module Descriptions

## DEI Foundations

Participants in this course will be introduced to the fundamental concepts of Diversity, Equity, and Inclusion (DEI), focusing on creating a workplace that values and respects diverse identities. They will learn about the impact of DEI on improving organizational culture, enhancing employee well-being, and driving innovation. The course provides practical tools and strategies to help participants implement DEI principles effectively, fostering an environment where all employees feel included and valued.

## Unconscious Bias

Participants in this training will gain insights into the nature and effects of unconscious bias, learning to identify and mitigate biases that may affect decision-making and interpersonal interactions. They will explore how such biases manifest in various workplace scenarios, impacting fairness, diversity, and inclusivity. Through interactive examples and personal reflection exercises, attendees will develop strategies to reduce negative biases, fostering a more equitable and inclusive work environment.

## Cultural Competency

Participants in this course will delve into the importance and execution of creating an inclusive workplace, learning to identify and eliminate barriers that prevent inclusivity. They will gain practical strategies for fostering an environment where diversity is embraced, ensuring all employees, regardless of background, feel valued and supported. The course emphasizes the implementation of inclusive policies and active allyship, guiding participants through actions that promote a more equitable and welcoming work environment.

## Anti-Harassment

Participants in this training will develop a nuanced understanding of workplace harassment, including how to identify and address harassment, hostile work environments, and sexual harassment. They will gain skills in navigating power dynamics, responding to microaggressions, and becoming effective allies in promoting a respectful and inclusive workplace.

## Anti-Sexual Harassment

Learners of this course will develop the ability to recognize and address sexual harassment in the workplace, understanding its many forms including quid pro quo and hostile work environments. They will gain insights into the legal frameworks governing sexual harassment and participate in interactive



activities that reinforce the application of these concepts in real-world scenarios. Finally, the course empowers participants with strategies to foster a respectful and inclusive work environment, highlighting the importance of bystander intervention and allyship.

## Discrimination

Participants in this training will develop an in-depth understanding of discrimination, learning to identify its various forms and the impact it has on individuals and workplace dynamics. They will be equipped with practical skills to recognize and combat both direct and indirect discrimination, fostering a fair and inclusive environment. Through interactive scenarios and reflections, the course emphasizes proactive strategies for preventing discrimination and promoting positive actions to address historical and systemic inequities.

## Creating Inclusive Workplaces

Participants in this course will learn to navigate and communicate effectively within culturally diverse environments, enhancing their awareness and understanding of various cultural norms and practices. They will explore the impact of cultural differences on communication, negotiation, and workplace dynamics, developing skills to foster inclusivity and collaboration. The training emphasizes practical strategies for cultural competency, promoting respect for and integration of multiple cultural perspectives in the workplace.