

## Diversity, Inclusion and Bias

### How will you benefit from this seminar?

Knowledge of diversity and inclusion is an essential component of every organization's set of core values and competencies. In today's workplace, organizations need to use diversity to their competitive advantage. While respect among coworkers is a good foundation, organizations need to proactively develop diversity and inclusion competencies starting with recruiting and hiring employees with diverse characteristics, backgrounds, experiences, and perspectives. Then they need to continue to retain these highly qualified individuals by fostering a culture of inclusion and respect. By capitalizing on diversity and inclusion, organizations benefit from a broader base of ideas and solutions. This course will help participants understand what diversity and inclusion are and how they can create a more inclusive environment. Employees will learn how to recognize and manage diversity and inclusion behaviors that can positively and negatively impact individual, teams, and departments.

### What will you learn?

During this seminar, employees and managers will learn:

- What diversity and inclusion are and how they are similar and different
- How a diverse and inclusive workplace benefits everyone
- How to apply the concepts of diversity and inclusion in their daily interactions
- How to increase awareness of unconscious bias and avoid its negative influence on recruiting, hiring and other business decisions
- How diversity and inclusion are similar but separate from the law
- How stereotypes and biases are created and how they impact our decision making
- How to overcome implicit bias and microaggressions
- How positive attitudes and behaviors for individual employees and leaders can lead to a more inclusive environment.

### Program Agenda

- Why Diversity?
  - For Organizations
  - For Individuals
- Diversity vs. Inclusion
  - Definition
  - Surface and Deep-level Diversity
  - Facilitated Discussion of Personal Examples
  - Diversity, Inclusion, and the Law
- Diversity, Inclusion, Bias
  - Schemas & Stereotypes
  - Bias Filters
  - Types of Bias
  - Implicit Bias and Microaggressions
- Diversity Best Practices
  - Individual Strategies
  - Leader Strategies
  - Managing Behaviors

*\*Full day could include Generational Differences*

### About the Instructor

**Jenell L. S. Wittmer, Ph.D.** is an Industrial / Organizational Psychologist and Assistant Professor of Management in the College of Business and Innovation at The University of Toledo. Her areas of teaching include Human Resources, with a special focus on Training and Development, Leadership Development, Organizational Behavior, and Results Based Management. Dr. Wittmer is certified as an assessor for Managerial Assessment Centers and is an expert in mid-level managerial coaching and development. She regularly serves as a consultant and speaker on such topics as leadership development, team leadership, disabilities awareness and strategic advantage, training and development for small businesses, and personal communication styles.

*If you wish to tailor this program for onsite training at your company, please contact Carrie Herr, CFCI Director, by calling 419-530-2037 or via email at [carrie.herr@utoledo.edu](mailto:carrie.herr@utoledo.edu).*