

Recommended Sum Total Diversity, Equity & Inclusion Courses

Recommended By: PCEI, Training & Learning Subcommittee
 Recommended As Of: Fall 2022

Course Name	Length	Brief Description
<u>Becoming a DEI Ally and Agent for Change</u>	35 Minutes	Explores strategies to help you become an advocate for diversity, equity, and inclusion within the workplace.
<u>Workplace Diversity, Equity, and Inclusion in Action</u>	32 Minutes	Explores the basics of inclusive recruitment and hiring, and what it looks like when a company supports inclusion from onboarding through to retirement.
<u>Moving from Bias to Inclusion in a DEI Journey</u>	32 Minutes	Explores different kinds of implicit bias and how to recognize them in action as well as the importance of committing to thoughtful inclusion in the workplace.
<u>Using Communication Strategies to Bridge Cultural Divides</u>	30 Minutes	Explores dealing effectively with cultural diversity to improve cross-cultural communication and build rapport.
<u>Understanding Unconscious Bias</u>	25 Minutes	Explores the characteristics of unconscious bias and the nature of buried prejudice by discovering how they can inadvertently affect your thinking and decision-making.
<u>Overcoming Unconscious Bias in the Workplace</u>	25 Minutes	Explores specific tactics for combating unconscious bias and adopting an anti-bias approach and how to be an inclusive leader by using these tactics to overcome explicit and implicit bias across the organization and in the hiring process.
<u>Adopting an Inclusion Mindset at Work</u>	34 Minutes	Explores the power of inclusion and how to support DEI at work.

Post Training Facilitation Support
Building An Inclusive Culture Starts With Inclusive Dialogue

To Do	Questions
<ol style="list-style-type: none">1. Set clear ground rules at the start of the meeting2. Understand your racial/cultural identity3. Acknowledge and be open to admitting your racial biases4. Validate and facilitate discussion of feelings5. Control the process, not the content, of race talk6. Validate, encourage, and express admiration and appreciation to participants who speak when it feels unsafe to do so	<ol style="list-style-type: none">1. Have you faced any obstacles in your career progression or ability to participate fully in work processes that are not experienced by all of your colleagues? Describe those obstacles.2. What are some of your own privileges that you were not aware of until completing this training?3. Do you feel competent and confident at the end of the training program? Please share any concerns or knowledge gaps.4. Do you feel a sense of belonging at work?