

DIVERSITY, INCLUSION & FAIRNESS

A 90 minute online programme for MANAGERS AND SUPERVISORS



In this session we explore the importance of diversity and inclusion in the workplace. We explore what is meant by diversity and inclusion, and consider the advantages of a diverse workplace. We consider why humans have a tendency to stereotype people, and why we all have inbuilt biases which most of us may need to challenge in order to get the best out of our colleagues and ourselves. There are excellent ethical and moral reasons for treating people fairly and with equal respect, and very good evidence also exists for commercial benefits. In these difficult times, it is interesting to reflect that diverse teams are more likely to innovate and anticipate shifts in consumer demands and consumption patterns. According to a 2020 study from McKinsey & Co, there are ways in which a commitment to diversity and inclusion can help strengthen employee motivation. As with all AKT's programmes, we use scenarios and live interaction to explore diversity, inclusion and fairness in practice, as well as theory.

Topics include:

- Identity diversity, our social and family groups and how we see ourselves
- Cognitive diversity, the ways in which we each think and problem solve
- The benefits of a diverse workplace
- Stereotyping and awareness of biases

This online course draws from the latest research and our experience of running interactive Diversity, Inclusion and Fairness programmes for a wide range of clients, from Central Government to Multinational companies, over 25 years. The course is moderated by an AKT facilitator, using discussion forums, bespoke films and live skills practice sessions with characters from the films, in real time.

