

BUILDING INCLUSION AT WORK

Exploring the case for inclusion to create inclusive teams and organisations

Inclusion has a profoundly positive impact on workplaces in Australia. Workplaces with greater levels of inclusion are more innovative, creative and profitable. They also reduce the risk of workplace discrimination and harassment for employees. This program outlines the case for inclusion and its importance in the workplace. You will explore how to create inclusive teams and organisations and discuss ways to plan to build better inclusive practices.

This program is for organisations and participants looking to understand and examine why they need to build an inclusive workplace.

Contents

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes, and end with time for Q&A.

Learning Outcomes:

- Define inclusion and the case for its importance in the workplace.
- Examine the case for inclusive teams and organisations.
- Identify and discuss the core concepts for change at work and building inclusive practices in your workplace.

Program Overview:

Part 1: Unpacking the case for inclusion

Part 2: Building inclusive teams.

Part 3: Building inclusive organisations.

Part 4: Planning and designing differently for inclusion.

Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

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COUNTERING UNCONSCIOUS BIAS AT WORK

Exploring unconscious bias and how to disrupt it in the workplace

Unconscious bias can impact the way we see our world and workplaces. It can contribute to a lack of diversity and inclusion and impact the experience of inclusion for employees. This program explores unconscious bias and its impact on behaviour, discusses types of biases and biased preferences, and highlights strategies to disrupt unconscious bias and assumptions at work.

This program is for organisations and participants looking to understand how to identify and disrupt biases in the workplace.

Contents

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes, and end with time for Q&A.

Learning Outcomes: <ul style="list-style-type: none">• Define unconscious bias and identify its impact on behaviour.• Describe the relationship between unconscious bias and assumptions in the workplace.• Examine and discuss some common biases within the workplace.• Generate strategies to counter unconscious biases.	Program Overview: <p>Part 1: The diversity and inclusion context.</p> <p>Part 2: What is unconscious bias and how does it impact behaviour?</p> <p>Part 3: Unpacking different types of bias.</p> <p>Part 4: Building our capacity to counter bias.</p>
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Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

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UNPACKING WORDS AT WORK

Activating the power of language to build inclusive workplaces

Inclusive language is a powerful tool that can enable a diversity of people to feel respected, valued, and centred in the workplace. This program explores why language matters for building inclusive workplaces, identifies the steps to apply inclusive language and discusses strategies to counter non-inclusive language for different diversity dimensions.

This program is for organisations and participants looking to understand the importance of inclusive language and how to build inclusive language practices for their workplace.

Contents

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes, and end with time for Q&A.

Learning Outcomes:

- Define inclusive language and describe why it matters for building inclusive workplaces
- Identify and discuss the steps to building inclusive language.
- Examine how inclusive language can be applied to diversity dimensions within the workplace.
- Generate strategies to counter non-inclusive language.

Program Overview:

Part 1: The diversity and inclusion context.

Part 2: The power of inclusive language.

Part 3: Practical steps towards inclusive language within the workplace.

Part 4: Strategies to counter non-inclusive language.

Interactive Elements

All programs include videos, group discussions, self-reflection activities and key resources for participants to take home.

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