

GENDER DIVERSITY IN THE WORKPLACE: CREATING INCLUSIVE WORKPLACES

Duration: ½ day

Objective

To equip delegates with a foundational knowledge of what diversity is. To unpack the unconscious bias, confirmatory, affinity and social comparison biases. How do these relate to gender diversity? Understanding and unpacking gender diversity.

Design

- **LGBTQ+ inclusive workplaces: what do these workplaces look like?**
- **Understanding and identifying unconscious bias:**
 - Confirmatory bias
 - Affinity bias
 - Social comparison bias
- **Understanding the differences**
 - Gender
 - Sexual orientation
 - Gender identity
 - Gender non-conforming
 - LGBTQ+
 - Bisexual
- Identify workplace barriers related to gender
- Examples of inclusive language and vocabulary
- Common myths related to gender identity
- Discussion and exploration: 4 video inserts of real experiences

Target group

All levels of management, including employee representatives and EE committees.

