

THE BUSINESS CASE FOR SUBSTANTIVE DIVERSITY

Duration: 1 day

Objective

To equip delegates with a foundational knowledge of what diversity is and its place in the context of employment equity. To orientate re the business case for diversity, which incorporates elements of building trust and of employment equity, with a focus on enhancing diversity as an Affirmative Action measure.

Design

- Definition of “diversity”
- The need for substantive diversity – not just ticking boxes
- The importance of inclusivity in the workplace
- Barriers to diversity
- The benefits of diversity
- Consequences of not embracing diversity
- The business case for diversity
- **Theme 1: Building trust**
 - Purcell’s model of industrial relations patterns
 - The opportunity presented by increased trust in the workplace
 - The preconditions for being able to build trust
 - Understanding embracing diversity as a core element of trust in employment
- **Theme 2: Diversity as an Affirmative Action measure**
 - Barrier analysis (EEA)
- Diversity quotient (“DQ”): how to become diversity wise
- Unconscious bias – explanation, relevant types, impact and steps to combat
- Stereotyping – explanation and origins, harmful impact and effect on organisation’s DQ
- **Discussion of contentious listed grounds in the EEA in the context of diversity orientation**
 - Gender
 - Sex
 - Sexual orientation
 - Race
 - Culture
 - Disability

Target group

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

