

Valuing Workforce Diversity



*New Directions in
Employment and Diversity
Training*

What Is VWD?

The face of the workforce is changing more dramatically now than ever before. Women and minorities are entering business at record rates. Many companies are having difficulties utilizing the diverse talents and perspectives of their work groups. Valuing Workforce Diversity (VWD) is a one-day workshop designed to help all employees explore the rich variety of cultural perspectives in the organization as they relate to accomplishing business goals. VWD focuses on how we view ourselves and others and how that perception affects the way employees work together.

Who Should Attend VWD?

VWD is recommended for every employee in the company. Without each employee having a true understanding of diversity and its effects on business, minimal change will take place.

Topic Areas Covered in VWD

- ◆ The Four-Step Process for Stereotyping
- ◆ Unwritten Rules
- ◆ Modes of Perception
- ◆ Models of Inclusion / Exclusion
- ◆ Diversity Checking
- ◆ Positive Interaction
- ◆ Management Processes in Diversity

What Are the Outcomes of VWD?

At the conclusion of VWD, participants will be able to do the following:

- ◆ Recognize how stereotypes are formed
- ◆ Understand the implications of diversity on business goals
- ◆ Recognize personal biases
- ◆ Use a series of steps to confront stereotypical behavior
- ◆ Demonstrate how to interact positively

How Is VWD Conducted?

VWD is designed to be a highly interactive and enjoyable workshop. Minimal reading, group discussions, video modeling, case studies, and experiential exercises assist the adult learner to acquire, practice and transfer the concepts and skills back on the job.