Dynamics of Diversity: Strategic Programs for Your Organization (1st Edition)

Course Specifications

Course Number: CCT–048_rev4.0
Course Length: Self-study or Classroom Training

Course Description

The 50-Minute Manager Series was designed to cover critical business and professional development topics in the shortest time possible. Our easy-to-read, easy-to-understand format can be used for self-study or classroom training, or even office training. With a wealth of hands-on exercises, the 50-Minute books keep you engaged and help you retain critical skills.

Diversity is a key element in any successful workplace, but to be successful, a diverse workforce must learn to work together. This book helps you implement a company-wide diversity training program. Learn how to expose key issues, get your management's buy-in, develop and implement your plan, and more.

Course Objective: The learning objectives for Dynamics of Diversity are listed below. They have been developed to guide you, the reader, to the core issues covered in this book.

The objectives of this book are:

- To define the meaning of diversity in the workplace
- To show the desirable elements of a diversity training program
- To present qualities of good diversity trainers
- To present the reasons for diversity training
Course Outline

Course Content

Part 1: An Overview of Diversity

What Diversity Is
Why Do Diversity Now?
Why Big Business Supports Diversity
What Can I Do?
EEO, AA and Diversity: What's the Difference?
Why Some Diversity Programs Fail
Involving Senior Management
How Organizations Benefit from Diversity

Part 2: Implementing a Five-Step Diversity Training Process

Step 1: Start with a Vision of Diversity
Step 2: Conduct a Cultural Audit
Design a Comprehensive Cultural Audit
Step 3: Form a Diversity Task Force
The Role of Human Resources
Step 4: Design a Diversity Training Program
Training Design Basics
Diversity Training is Unique
Cofacilitation Enhances Training
Step 5: Train People to Train
The Training of Trainers
The Ultimate Diversity Trainer

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