

DEI&B Certificate Program Trainings

Intercultural Awareness – Learn how to interact more consciously and effectively with people from other groups and cultures, so you can improve personal and professional intercultural relationships.

Objectives: To learn the concept and significance of culture, why and how cultures differ professionally, cultural impacts and benefits, and how to conduct ourselves in multi-cultural settings.

-September 2023

Recognizing Stereotypes and Overcoming Unconscious Bias – This training is an invitation to challenge ourselves and explore our own unconscious biases. Throughout the training, there will be opportunities to reflect and actively work on disrupting our biases.

Objectives: To learn that unconscious biases are mental shortcuts the brain forms based on social norms and stereotypes, that we all possess unconscious biases, and that there are many different types of unconscious bias that influence our personal and workplace interactions. We will also learn how to mitigate bias and create an inclusive work environment by setting a strong foundation of psychological safety.

-October 2023

Understanding Power, Privilege, and Identity – We tackle the complexities of cultural identity and social power, which combine to construct dominant and nondominant identities with important social disparities. We look at the importance of intersectionality, consider how dominant cultural norms can be internalized by nondominant groups, and examine the phenomenon of white and male privilege.

Objectives: To learn about your own identity and of those around you, and the implications of socially constructed labels and stereotypes of an individual's experience.

-November 2023

Microaggressions – Create awareness surrounding the common occurrences of microaggressions. Explore the outcomes associated with the experience of microaggressions. Discover techniques to minimize the occurrence of microaggressions and ways to respond when someone microaggresses.

Objectives: In this training, we will learn that microaggressions are subtle forms of discrimination that often go unnoticed or unacknowledged but can have a profound impact on individuals and communities. We will define some key concepts to help our understanding of microaggressions better, define what microaggressions are, look at some examples of microaggressions and their effects, and consider ways of addressing microaggressions. This training will provide 3 sets of skills for people to attain – managing our own microaggressions, responding to others' microaggressions, and receiving and acting on feedback when we engage in microaggressions.

-December 2023

Embracing Diversity & Inclusion – This training empowers employees to work with diverse groups and ages to recognize one's own attitudes, beliefs, and behaviors in relation to marginalized groups so that diversity among individuals is respected, valued, and celebrated.

Objectives: Increase awareness about different types of diversity, appreciate differences among coworkers, and provide knowledge and strategies to enhance your interpersonal and communication skills across diversity to help build a positive work environment.

-January 2024

Disability Awareness – Training to educate employees about the different types of disabilities, the challenges that people with these disabilities may face in the workplace, and how to raise awareness.

Objectives: To gain better understanding of what disability is, to identify entrenched myths and misconceptions surrounding disability and people with disabilities, and tackling disability stereotypes and discrimination.

-February 2024

Addressing Workplace Bullying While Fostering a Respectful Work Environment – This training will educate employees how to recognize bullying and what to do about it when it occurs to them or to others.

Objectives: To learn how we define bullying in the workspace, learn about policies, expected behaviors and codes of conduct, responsibilities and obligations of employees and employers, how to recognize bullying, how to assist others, reporting processes, and resources.

-March 2024

Mental Health Awareness and Advocacy in the Workspace – This training will explore the important topic of mental health and stress management in the workplace and beyond.

Objectives: To learn about the impact of stress on mental and physical health, as well as strategies for recognizing and managing symptoms of anxiety and depression. They will also explore the latest research on the link between mental health and productivity and discover how prioritizing mental well-being can lead to greater success and satisfaction in both personal and professional life. This training will provide valuable insights and strategies for prioritizing mental health and achieving a greater sense of balance and well-being in all aspects of life.

-April 2024

Religious Sensitivity – This training provides information on religious diversity and inclusion that fosters a work culture that respects the beliefs of others, is open and welcoming to individuals' religious and spiritual practices and expressions.

Objectives: To learn that recognizing and understanding others have different beliefs can help establish an inclusive environment that strengthens collaboration through mutual respect. Topics covered will include defining and differentiating between religion, spirituality and beliefs, benefits of religious and spiritual expression in the workplace, religious discrimination, examples of religious accommodations, and inclusive actions.

-May 2024