



# DIVERSITY, EQUITY, AND INCLUSION TRAINING FOR MANAGERS

Fostering inclusive workplaces and promoting equitable practices to lead diverse teams effectively.

## LEARN MORE

Diversity, Equity, and Inclusion (DEI) Training for Managers aims to equip leaders with the knowledge and skills necessary to foster a more inclusive workplace culture, promote equitable practices, and leverage diversity to drive organizational success.

### PROMOTING INCLUSIVE LEADERSHIP

- Training helps managers recognize their own biases and understand the importance of inclusive leadership.
- Managers learn to empathize with employees from diverse backgrounds and appreciate their unique perspectives and experiences.
- DEI training empowers managers to model inclusive behaviors, creating a culture where all employees feel valued and respected.



### STRENGTHENING TEAM DYNAMICS

- Managers learn strategies for creating diverse teams that leverage a wide range of skills, backgrounds, and perspectives.
- DEI training equips managers with tools to foster collaboration and communication among team members from diverse backgrounds.
- Inclusive teams are more innovative, creative, and productive, leading to better business outcomes.

### ENSURING FAIRNESS IN DECISION-MAKING

- Managers receive training on identifying and mitigating unconscious biases that may influence decision-making processes.
- DEI training emphasizes the importance of fairness and equity in recruitment, promotion, performance evaluation, and other decision-making processes.
- Managers learn to make decisions transparently, providing clear rationale and feedback to employees to promote trust and fairness.



### CREATING AN INCLUSIVE WORK CULTURE

- DEI training helps managers communicate the organization's commitment to diversity, equity, and inclusion and set clear expectations for behavior.
- Managers learn to recognize and address microaggressions and other forms of subtle discrimination that can undermine inclusion.
- Managers are equipped with strategies for creating a sense of belonging among all employees, regardless of their background or identity.

### IMPROVING ORGANIZATIONAL PERFORMANCE

- Organizations with inclusive cultures are more attractive to diverse talent and have higher rates of employee retention.
- Inclusive workplaces foster creativity and innovation by encouraging diverse perspectives and ideas.
- Organizations known for their commitment to DEI are seen as socially responsible and attract positive attention from customers, investors, and the broader community.

