



Overview of Representative Workshop Programs on Diversity and Tolerance

	Introduction & Overview	Intermediate Training	Advanced Training	Comprehensive Training
Duration	2 hours	½ day	Full day	3 days
No. Participants	Up to 50	Up to 25	Up to 25	Up to 50
Objectives	Awareness of the Issues	Appreciation of Diversity and its Impacts	Skills to Manage Diversity (with hands-on exercises)	Expanded Exposure to Specific Cultural Groups (with additional exercises)
Standard Topics	<ul style="list-style-type: none"> • Introduction • Impacts of Change • Mental Coding of Messages • Overview of Culture • Questions & Answers 	<ul style="list-style-type: none"> • Introduction • Impacts of Change • Definitions • Workplace Demographics • Census/Ancestry • Mental Coding of Messages • Stereotyping and its Impact • Analysis of Culture • Cultural Interviews • Questions & Answers 	<ul style="list-style-type: none"> • Introduction • Impacts of Change • Change Facts • Mental Filing • Influences on the Individual • Definitions • Stereotyping Exercise • Stereotyping and its Impact • Immigration – Historical/Present Realities • Analysis of Culture • Value Preferences • Inclusion/Exclusion Exercise • Cultural Interviews • Questions & Answers 	<ul style="list-style-type: none"> • Introduction • What Makes People Different • Stereotypes • Stereotyping Exercise • Tools for Working with Changing Demographics • Cultural Interview • Relationship of Values to Prejudice • Sexual Harassment • Disabilities • Bias Crimes • Organizational Culture • Improving Relations with Multicultural Communities • Sexual Orientation • Hate Groups • Questions & Answers

Customized Training and Special Topics

In addition to our standard programs, we can customize the content based on the needs of your organization. We also offer workshops and lectures on special topics, such as:

- * Conflict Resolution
- * Managing a Diverse Workforce
- * Immigrant Issues
- * Sexual Harassment

Other Related Services

- Review of existing policies
- Develop policy statements and manuals
- Assist in establishing the organizational infrastructure for diversity management (e.g., Diversity Committee)
- Train the trainer