

Diversity, Equity, and Inclusion

1. Introduction

2. Diversity

- a. What is diversity?
- b. Example of diversity
- c. Types of diversity at workplace
 - i. Gender diversity
 - ii. Diversity based on sexual orientation
 - iii. LGBTQ

3. Equity

- a. What is equity?
- b. Equity Vs equality
- c. Examples of equity at workplace

4. Inclusion

- a. What is inclusion?
- b. Example of inclusion at workplace

5. How to build inclusive workplaces?

- a. Overcoming biases
 - i. Unconscious biases and its types
 - Affinity bias with example
 - Ageism with an example
 - Attribution bias with an example
 - Confirmation bias with an example
 - Conformity bias with an example
 - Contrast effect with an example
 - Gender bias with an example
 - Halo and horns effect with an example
- b. Eliminating microaggressions
 - i. What are microaggressions?
 - ii. Examples of microaggressions?
 - iii. How to eliminate microaggressions?

6. Benefits of DEI for an organization

7. Employee's role in building an inclusive work culture

8. Final Assessment