

Workplace Diversity
Citywide Training
Update – July 2020

HUMAN RESOURCES
DEPARTMENT

CORAL
GABLES®
THE CITY BEAUTIFUL



YOUR ROLE IN WORKPLACE DIVERSITY



This course is designed to help us embrace diversity by challenging our employees to:

- ❖ Examine our own core values and beliefs.
- ❖ Develop a more worldwide view of others from diverse backgrounds.
- ❖ Improve knowledge of other cultures.
- ❖ Adjust our communication style and promote inclusive language which ultimately enables everyone to feel respected, engaged, and valued, for who they are and for their contributions to the organization.
- ❖ Improve our active listening skills by suspending judgment and listening carefully to the ideas and thoughts of others.
- ❖ Finally, to support diversity through our own actions specifically, by showing empathy and understanding the perspective of other individuals.



YOUR ROLE IN WORKPLACE DIVERSITY



OVERCOMING YOUR OWN UNCONSCIOUS BIAS



Unconscious bias describes situations where our background, personal experience, stereotypes and cultural beliefs impact our decisions and actions without us realizing this is the case. As such, the course will challenge our employees to:

- ❖ Recognize and observe our own unconscious bias objectively – this is accomplished by simply asking “is the bias factual, or opinion based”.
- ❖ Form new relationships with co-workers of different cultural backgrounds and beliefs.
- ❖ Avoid making rash decisions in the workplace because of unconscious bias.
- ❖ Finally, combat the return of unconscious bias by becoming aware of your thoughts and reactions.



OVERCOMING YOUR OWN UNCONSCIOUS BIASES





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