



Diversity & Inclusion

Association of Legal Administrators

ALA Committee on Diversity and Inclusion presents *Diversity & Inclusion: 60 Tips in 75 Minutes*

Description

Why is diversity important, and how can we do a better job bringing diversity and inclusion to our lives and the workplace? Businesses must pursue diverse talent and achieve real inclusion if they want to be successful beyond today, and into tomorrow. This 81-slide PowerPoint presentation in a visually pleasing, graphically rich format explores the subjects of diversity and inclusion. Beginning with a fundamental understanding of diversity and its many dimensions, participants will achieve greater comprehension of the types and layers of diversity, beyond those as defined by the EEOC. Once the concept of diversity is explored, how do we go on to create real inclusion? How can we create policies and procedures that support our definition of success? What strategies can we employ, and where can we get help if we need it?

Presentation Outline:

1. Define Diversity
2. Dimensions of Diversity
3. Define Inclusion
4. Why Does It Matter?
5. Define Success
6. Obstacles to Inclusion
7. Policies and Procedures
8. Recruiting and Retention
9. Resources
10. How to Make It Work

Learning Objectives

1. Define diversity and its many dimensions. Define inclusion. Participants will be able to explain how they are different and why both are essential for a successful program.
2. Participants will be able to identify some of the top-level reasons diversity and inclusion are important to the success of businesses today.
3. Identify pitfalls and barriers to diversity and inclusion. Participants will become familiar with biases we all have, how to foster awareness of these unconscious beliefs and counteract them.
4. Participants will be able to identify workplace and recruitment/retention considerations related to differences including religion, age, disabilities, gender issues, sexuality, gender identification, military status and more.
5. Participants will be able to define the differences between a sponsor and a mentor.
6. Participants will be able to identify strategies to help diverse people succeed in the workplace.
7. Participants will be able to identify resources to support your diversity and inclusion efforts.