

# Diversity Awareness

## OLC Course Recommendations

### Competency Definition

Recognizes variations among cultures and treats all people with respect; establishes and maintains effective working relationships with people from different backgrounds; provides a supportive work environment for the multicultural workforce by showing sensitivity to individual differences and treating others fairly; values and encourage varied perspectives, unique skills, and talents.

### OLC Component Titles

#### Changing Corporate Culture

##### **COURSE TSA-HR-CHNGCORPCULT-SKSFT**

Description: To instill an appreciation of diversity within a company is a difficult task. It requires changing existing views and practices that until now have defined the workplace. You can overcome ingrained attitudes by learning how a diversity initiative differs from federal mandate, why some workers will object to the concept of diversity, and how to handle their opposition. This course describes the challenges of providing a climate of acceptance, explains policies and practices that further the goal of diversity, and suggests ways to leverage diversity and build inclusion. This SkillSoft product has been reviewed by the Employment Practice Group of Sheehan Phinney Bass + Green. As of the date reviewed, the content of this course is in compliance with federal law and court decisions. Due to the rapidly changing nature of the law, information in this course may become outdated. **Duration=2.5**

#### Diversity: the Future

##### **COURSE TSA-HR-DIVERSFUTURE-SKSFT**

Description: Employers must understand the ways in which the idea of diversity will continue to expand in the years to come. They need to prepare for demographic changes that will alter both the definition of corporate culture and practices for hiring, retention, and interaction with the company. This course explores the need for a holistic approach to workplace diversity, and the effects of incorporating a work/life initiative into business strategy. This SkillSoft product has been reviewed by the Employment Practice Group of Sheehan Phinney Bass + Green. As of the date reviewed, the content of this course is in compliance with federal law and court decisions. Due to the rapidly changing nature of the law, information in this course may become outdated. **Duration=2.0**

#### Planning a Diversity Initiative

##### **COURSE TSA-HR-DESINGDIVINIT-SKSFT**

Description: Organizations often rave about the great job they do at managing diversity; however, diversity isn't something that needs to be managed. Rather, diversity is an initiative that must permeate the company culture to be truly successful. Perhaps you've asked yourself, "How can I create an environment in which all team members, with their diverse backgrounds, can contribute to their full potential?" This course will explore the steps associated with creating, launching, and evaluating a diversity initiative. This course will explore the necessary steps for conducting a diversity needs analysis. It will examine the basic groundwork that must be laid when starting a diversity initiative. Additionally, it will provide important information to help you successfully launch your diversity initiative. The course will also examine the strategies used to measure the success of a diversity initiative once it is in place. It explains the process for collecting useful and meaningful feedback and provides metrics by which organizations can evaluate the effectiveness of their diversity programs. Finally, it offers a variety of options for organizations who find that their diversity program is in need of improvement. This SkillSoft product has been reviewed by the Employment Practice Group of Sheehan Phinney Bass + Green. As of the date reviewed, the content of this course is in compliance with federal law and court decisions. Due to the rapidly changing nature of the law, information in this course may become outdated. **Duration=2.5**

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### **The Reasons Why Diversity Matters**

#### **COURSE TSA-HR-DIVESITYMATTERS-SKSFT**

Description: Imagine, for a minute, a workplace where everyone is the same. All of the workers are of the same ethnicity, gender, educational background, and socioeconomic standing. With a team full of people essentially cut from the same cloth, where do the new ideas come from? How will the company ever be able to see things from a different point of view? Without diversity in the workplace, companies run the risk of becoming monocultural organizations that see things from a very limited perspective. The effects of this are far-reaching, right down to the company's bottom line.

Establishing diversity in the workplace is not limited to laws that pertain to the hiring of women and minorities. Nor is it limited to managing or even honoring differences between people, but rather, it is about taking those differences and putting them to work in the best possible way for both the good of the company and for the good of the worker. This course will take a closer look at diversity initiatives in the workplace and what makes them matter.

One lesson will look at the history of diversity programs and how they've evolved over time. It will debunk many of the common myths associated with the concept of workplace diversity and it will explore the compelling reasons that make it necessary in today's business climate. Another lesson will explore the far-reaching implications of diversity initiatives on business. It will examine the ways in which diversity within organizations, or lack of it, touches every aspect of the business, right down to the bottom line. Additionally, it will explore the ways in which diversity in the workplace brings outstanding benefits, not only to organizations, but to workers, as well.

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