

Primary Content for Diversity Training

Four-Hour Training (*Focus on Awareness and Information*)

- Define Diversity
- Perception / Programming Exercise
- Stereotypes / Generalizations
- Define Culture
- Invisible aspects of Culture (Values, Communication Styles, Nonverbal behavior)

One Day Training (*Focus on Awareness, Information and some tools: Add the following to the four hour training*)

- Values Exercise
- Communication Styles Exercise
- Nonverbal Behavior Demonstration
- Organizational and Individual Challenges
- Characteristics of Effective Multicultural People
- Tools Review

Two Day Training (*Focus on Awareness, Information, Tools, Skills Practice: Add to the the one day training*)

- A second Values Exercise
- Exploration of the Organizational Culture
- Simulation, e.g., Barna, Bafa Bafa, Star Power, Tower Project
- Case Studies
- Action Planning and Commitment (if no Day 3)

Three Day Training (*Awareness, Information, Tools, Skills Practice*)

- Learning Styles
- Conflict Styles
- Organizational / team implications of Styles information
- Gender, Disabilities, or Sexual Orientation Exercise
- Action Planning and Commitment