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 one day training)
• A second Values Exercise
• Exploration of the Organizational Culture
• Simulation, e.g., Barnga, 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