Immersive channel - Diversity and inclusion

by Reality Academy

Practical course - 1d - 01h40 - Ref. 8DY

Price : 95 € E.T.

NEW

Diminuez les comportements discriminants avec des mises en situation à 360° dans le quotidien de collaborateurs confrontés à la discrimination. Développez la cohésion d'équipe afin d'améliorer les relations de vos salariés grâce à notre pédagogie active. Engagez vos collaborateurs dans une formation émotionnelle et impactante.

Teaching objectives

At the end of the training, the participant will be able to:

- Analyze issues related to different forms of discrimination (disability, gender, age, sexual orientation, origin, etc.) and identify non-inclusive behavior in the workplace.
- Deconstruct stereotypes and prevent discriminatory behavior to foster a fair and respectful working environment.
- Adopt inclusive practices in professional interactions and team management to promote diversity and equal opportunities.
- Implement concrete actions to prevent harassment and support employees faced with situations of discrimination.
- Contribute to the creation of an inclusive, caring and secure corporate culture that fosters collaboration and cohesion between all employees.

PARTICIPANTS

PREREQUISITES

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more.
Participants also complete a placement test before and after the course to measure the skills they've developed.

TEACHING AIDS AND TECHNICAL RESOURCES

• The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
• At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
• A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Practical details

Digital activities

By Reality Academy training courses are immersive and interactive. Learning by doing is a powerful skill-building tool: immersed in a virtual classroom, the learner selects his or her training course and plunges into the scenario. They experience a situation, make a decision in the 1st person and live the direct consequences.

Mentoring

The tutoring option offers personalized support from an ORSYS trainer who is an expert in the field. Adapted to the needs, abilities and pace of each learner, this tutoring combines asynchronous follow-up (personalized corrections of exercises, unlimited exchanges by message...) and individual synchronous exchanges. The result: better understanding, skills development and lasting commitment to training.

Pedagogy and practice

Get advice and feedback from leading experts. Discover their tricks of the trade and the reasons behind their successes through real-life testimonials. Learners take part in an active discovery exercise to complement and/or reinforce the expert's notional input, and benefit from feedback tailored to their response. During each course, discover operational cases created by experts to help learners put into practice what they have just learned. Find a complete and effective summary sheet! Each learner can keep a written record of what they've learned and the advice they've received.

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Course schedule

1 Visible/invisible disability

Digital activities

Enjeu : Le handicap concerne un grand nombre de salariés et soulève des défis d'inclusion en entreprise. Ce que je vis : Grâce à des scénarios immersifs et l'accompagnement d'une coach virtuelle, cette expérience met en avant l'empathie, les bonnes pratiques inclusives et les comportements adaptés à adopter.

2 Gender equality

Digital activities

Enjeu : Le sexisme en entreprise impacte la carrière et le bien-être des salarié·e·s, freinant l'égalité professionnelle. Ce que je vis : À la première personne, vous expérimentez les situations de sexisme au bureau. Vous découvrez des actions concrètes et des conseils pratiques pour lutter contre ces comportements.

3 LGBT+ awareness

Digital activities

Enjeu : Les discriminations liées à l'orientation sexuelle ou à l'identité de genre nuisent au bien-être et à la performance des salarié·e·s. Ce que je vis : À travers des scénarios interactifs et immersifs, vous explorez les réalités des discriminations et apprenez à adopter des comportements de soutien et d'acceptation.

4 Intergenerational

Digital activities

Enjeu : Les stéréotypes liés à l'âge nuisent à l'intégration et au climat de travail. Les identifier et encourager une communication bienveillante favorise un environnement inclusif et respectueux. Ce que je vis : En immersion, vous êtes confronté à des situations illustrant les discriminations envers les jeunes et les seniors. Vous apprenez à repérer les comportements nuisibles et découvrez les bonnes pratiques pour promouvoir le respect intergénérationnel.

5 Inclusive recruitment

Digital activities

Enjeu : Les biais cognitifs influencent les décisions de recrutement et peuvent compromettre la diversité en entreprise. Ce que je vis : Vous alternez entre les rôles de recruteur et de candidat pour analyser un processus de recrutement, de l'offre d'emploi à la sélection des candidats, et découvrir des actions pour renforcer l'inclusion.

6 Inclusive management

Digital activities

Enjeu : Les stéréotypes et biais cognitifs peuvent conduire à des discriminations dans la gestion d'équipe. Ce que je vis : En incarnant un manager dans son quotidien, vous apprenez à reconnaître et corriger les biais discriminatoires, en intégrant des comportements favorisant le respect et l'équité au sein de votre équipe.