

# Diversity and equal opportunity e-learning channel

by XOS

*Practical course - 1d - 01h30 - Ref. 8DI*

*Price : 105 € E.T.*

How can you raise awareness of the issues and benefits of diversity and equal opportunity in the workplace? Explore the different aspects of diversity, current laws and regulations, and best practices for promoting an inclusive and equitable work environment.

## Teaching objectives

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

- ✔ Understand the fundamental concepts of diversity and equal opportunity in the workplace.
- ✔ Identify unconscious biases and learn how to overcome them.
- ✔ React and respond to situations of discrimination or harassment.

## Intended audience

Anyone wishing to promote equal opportunities within their organization.

## Prerequisites

No special knowledge required.

### PARTICIPANTS

Anyone wishing to promote equal opportunities within their organization.

### PREREQUISITES

No special knowledge required.

### 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.

## Practical details

### Digital activities

The soft skills structure: expert videos, exercises, case studies and summary sheets.

### Mentoring

L'option tutorat propose un accompagnement personnalisé par un formateur référent ORSYS, expert du domaine. Adapté aux besoins, aux capacités et au rythme de chaque apprenant, ce tutorat combine un suivi asynchrone (corrections personnalisées d'exercices, échanges illimités par message...) et des échanges synchrones individuels. Bénéfice : une meilleure compréhension, le développement des compétences et un engagement durable dans la formation.

### 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.

#### TERMS AND DEADLINES

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 Fighting discrimination

- Understanding discrimination in the workplace.
- Identify and react to cases of discrimination.

### 2 Discrimination criteria

- Gender equality in the workplace.
- Disability and inclusion at work.
- Quiz: Disability and inclusion in the workplace.
- Religious expression at work.
- Focus on intercultural, sexual and generational discrimination.