

DEI Training for a Mentally Healthy Workplace

In this 3-hour interactive workshop, participants will explore the principles of Diversity, Equity, and Inclusion (DEI) and their intersection with mental health. Through self-reflection, discussions, and practical exercises, participants will gain insights into promoting psychological safety, reducing stigma, and creating an inclusive workplace where everyone can thrive.

Learning Objectives

- Understand the basics of DEI and its importance in the workplace.
- Recognise and address unconscious biases and microaggressions.
- Develop strategies to foster an inclusive workplace culture.
- Learn how to measure and sustain DEI initiatives effectively.

Content Outline

Introduction to DEI and Assessing Your Workplace

- Define Diversity, Equity, and Inclusion (DEI) and differentiate the concepts.
- Explore common myths and misconceptions about DEI.
- Assess the current state of DEI in your workplace.
- *Activity: Reflect on personal and organisational DEI practices.*

Unconscious Bias, Microaggressions, and Inclusive Practices

- Understand unconscious bias and its impact on workplace interactions.
- Identify microaggressions and their effects on colleagues' wellbeing.
- Learn strategies to address biases and prevent microaggressions.
- Discover best practices for inclusive communication and decision-making.
- *Activity: Case study discussion and role-play exercises*

Building and Sustaining an Inclusive Culture

- Understand the key elements of an inclusive workplace culture.
- Explore ways to build diverse teams and promote inclusive decision-making.
- Discover strategies to sustain DEI efforts over time.
- *Activity: Action planning*