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We all should know that diversity make for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their colour

– Maya Angelou

OVERVIEW

Recent racial outrages on social media underscore the need for companies and departments to constantly promote tolerance, respect and non-racialism in the workplace. It takes just one incident to plunge a workplace into a discrimination controversy, with the associated brand damage, falling morale and lower productivity. This is not even to speak of the damage to the social fabric racism and sexism causes.

The old 'Simunye' slogans are no longer enough. Diversity now needs much stricter, pro-active enforcement. To do this, a deeper discussion about what causes polarization at work is needed. Meridian's Diversity and Discrimination course looks specifically at newer forms of racial and gender discrimination and how to combat it. It shows line managers how to nip offensive behaviour in the bud without being seen to be nit-picking. The course focuses on the values of diversity, tolerance and mutual respect and reveals what behaviours **demonstrate** these values.

It also reveals practical HR steps in how to 'get ahead of the storm' should incidents of racism occur. Most importantly, it also shows how legitimate workplace conflict may be channeled in ways that steers away from racist stereotypes.

OUTCOMES

- Recognizing offensive behaviour
- Understanding different cultures, ethnic backgrounds and personalities
- Gender discrimination
- Combatting prejudice and emphasizing tolerance
- Unconscious bias



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HEARINGS



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