



## Appreciating Differences

Diversity in the workplace is about the similarities and differences among all groups that make up your organization. JUST BE F.A.I.R.: A Practical Approach to Managing Diversity in the Workplace is a workshop designed to help people:

- recognize, respond to, and appreciate those similarities and differences
- understand what diversity really is and when it matters most in the workplace.

In order for organizations to stay competitive, deal with change, and become an “employer of choice” both people and organizations need to become culturally competent. One of the ways cultural competence can be developed is by using the F.A.I.R. Approach.

This workshop introduces the F.A.I.R. Approach as a practical way to help employees and management understand and support the organization’s commitment to fairness. It will also improve their ability to relate to the people important to your success—co-workers, managers, customers, and suppliers.

Once participants have been through this course they will be able to:

- Recognize that diversity is different from EEO and Affirmative Action
- Describe the importance and impact that diversity has on the overall productivity of the organization.
- Understand what it means to be culturally competent and use that awareness to be more effective.
- Identify and implement the four elements of the F.A.I.R. Approach, which discusses fairness, acceptance, inclusion, and respect.