

Diversity and Inclusion *Train the Trainer*





Train the Trainer Objectives



Familiarize participants with the diversity training program, particularly the modules they will be responsible for such as:

- Cultural Introductions Unconscious Bias Gender in the Workplace
- Building Equality and Inclusion Cross Cultural Competency Generational Diversity

Allow participants the opportunity to view the program in its entirety (Day One) and to practice each of the program modules (Day Two)

Give feedback to participants to improve their facilitation skills and increase content knowledge

Develop supportive relationships with other potential company facilitators



Training Diversity Trainers Agenda



1. Trainer Requirements

- **Philosophy of Cultural Competency and Diversity Work**
- **Basic Requirements for Diversity Trainers**
- **Diversity Awareness Inventory**
- **Facilitation Skills Inventory**
- **Adult Learning Cycle**

2. Tips for Trainers

- **General Principles of Diversity Training**
- **Helpful Tips**
- **Tips for Managing Hot Buttons**
- **Tips for Working Effectively in a Diverse Training Team**



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3. Diversity Modules

- **Cultural Introductions**
- **Business Case**
- **Unconscious Bias/Microinequities**
 - **Video viewing: “Silent Beats” or “What Would You Do?”**
- **Cross Cultural Competency in Healthcare**
- **Generational Diversity**

4. Preparation and Presentation of Selected Modules

- **Individual Presentations**
- **Team Feedback**
- **Large Group Discussion**
- **Action Planning and Next Steps**



Diversity Facilitator Competencies



Platform Presentation

Diversity Concepts

**Teamwork/
Co-Facilitation**

Flexibility

Sense of Humor

Interpersonal Sensitivity

Cultural Adaptability

Complex Thinking

Adaptive Thinking

Passion for the Work