

# Diversity Training for Managers & Supervisors



<b>Course Number:</b>	MTS GI 400
<b>Cost Per Person:</b>	No Charge/Participating Agency, \$188/Non-Participating
<b>Scheduled Sessions:</b>	See <a href="#">PDS Course Catalog</a> for scheduled dates. Staff interested in completing this course should login to the <a href="#">State of Iowa LMS</a> to launch the training. Contact your agency <a href="#">training liaison</a> if you have questions.
<b>Eligibility:</b>	Managers & Supervisors
<b>Instructor:</b>	Danielle Potter
<b>Length:</b>	8:30am – 4:30pm
<b>Certificate Series:</b>	Management Development Certificate (MDC)

## **Overview:**

This full-day workshop will address a variety of organization dimensions and dynamics needed to assure optimum managerial understanding of diversity. As a result of participating in a training session, managers will realize the value and appreciate the potential of a diverse workforce, practice self-awareness, and recognize and prevent discriminatory hiring practices on behalf of the State of Iowa. Managers will return to the workplace with an appreciation of the richness multi-culturalism brings to our daily functions, relationships, and organization.

## **Objectives:**

- Achieve/maintain a diverse workforce, including employees of different ages, races, creeds, colors, genders, sexual orientations, national origins, religions, and disabilities.
- Promote equal opportunity in recruitment, appointment, assignment, and advancement.
- Realize the value and potential of a diverse workforce.
- Practice self-awareness and identify and confront personal biases.
- Recognize and prevent discriminatory hiring practices.
- Appreciate the role of the onboarding process in understanding diverse team members and creating a welcoming environment that will lead to lasting retention of new hires.
- Engage in action planning to transfer new learning derived from the seminar into daily practice.