

1. Record Nr.	UNINA9910811309403321
Autore	Morukian Maria
Titolo	Diversity, equity, and inclusion for trainers / / Maria Morukian
Pubbl/distr/stampa	Alexandria, Virginia : , : Association for Talent Development, , [2022] ©2022
ISBN	1-953946-06-2
Descrizione fisica	1 online resource (233 pages)
Disciplina	658.3008
Soggetti	Diversity in the workplace Group relations training Personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Intro -- Title Page -- Copyright -- Dedication -- Contents -- Introduction -- Chapter 1. Overview of the DEI Landscape -- Chapter 2. Assessing the Organizational and Individual Need for DEI -- Chapter 3. Designing and Developing Effective DEI Training -- Chapter 4. Make All Training Inclusive, From Design to Implementation -- Chapter 5. Delivering Transformational DEI Training -- Chapter 6. Strategies for Continuity and Collaboration -- Chapter 7. US and Beyond: Diversity and Inclusion in a Global Setting -- Chapter 8. Doing Your Own Work -- Acknowledgments -- Recommended Resources -- Glossary -- References -- Index -- About the Author.
Sommario/riassunto	Make DEI Training Foundational in Your Organization When done well, diversity, equity, and inclusion (DEI) training creates space for courageous conversations that acknowledge hard truths around systemic inequities and explores topics that touch on people's vulnerabilities in all facets of their lives. For those of you who do this work, there has not been a clear path to follow for making progress. As a DEI trainer, you have forged your own way and learned as you went. With Diversity, Equity, and Inclusion for Trainers: Fostering DEI in the Workplace, the need for DEI trainers to go at it alone comes to an end. Expert facilitator Maria Morukian provides the guidance you need to develop the knowledge and skills required for DEI training. Morukian

covers the historical underpinnings and rationale for DEI work; takes you through the process of organizational assessment, design, and delivery; and offers strategies for embedding DEI and promoting sustainability through collaborative practices and dialogues, allowing you to develop and understand your own identity lenses and biases. Reflection questions and worksheets are included in every chapter.
