

**Building Bridges in Global Diversity**

**Course Number:** DEI-104
**Duration:** 0.5 days

**Overview**

We live in a global market economy. Companies span continents and thus cross-cultural communication is essential to success. Numerous studies highlight the increased value that diversity of thought, experience, identity, and culture bring to organizations. To succeed in global expansion necessitates cultural understanding and mastering techniques to bridge cultural gaps.

Continuing this series, Building Bridges in Global Diversity is an introduction for companies that are expanding into the global marketplace and want to get it right the first time. Avoid common mistakes and unintentional pitfalls that come with expansion and navigating cultural differences. This course will enlighten, support, and explore this process. It will include resources, materials, and tools to prepare your company or organization for the open global market.

Championing global diversity in the workplace by crafting partnerships with a culture of inclusion and respect for mutual interests will also require internal workplace diversity, equity, and inclusion. These steps ultimately maximize employee productivity, satisfaction, and retention.

Too often companies are reluctant to adopt the work of DEI, fearing the process may become rooted in blame and upheaval. This DEI course is centered in the six “C’s” Compassionate, Courageous, Candid, Committed, Creative Change Agents. The focus is upon growth, learning, and transformation and a recognition that challenges can be a catalyst for change and growth

**Prerequisites**

While there is no prior coursework required, it is beneficial to have taken [DEI Demystified](file:////training/dei-demystified), or we can incorporate selected modules of the DEI Demystified course into this course outline for a more comprehensive learning experience for your team.

**Materials**

* Global Diversity and Cultural Competency Interactive Exercises
* Ongoing Access to the DEI Resource (Curated) Library upon completion of this course
* Building Bridges in Global Diversity Course Deck and Network
* DEI Introductory Materials for all employees
* DEI Terminology Resource (Curated)

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**Software Needed on Each Student PC**

An online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including use of breakout rooms for group activities.

**Objectives**

* Understand and demystify the concepts of diversity, equity, and inclusion
* Celebrate, honor, and respect cultural differences and understand the nature of cultural competencies and cultural humility
* Recognize implicit and explicit bias, and how it plays into employee interaction and engagement
* Understand the necessity of drafting a strategic plan specifically for your company’s global diversity and inclusion strategic practices as you launch this phase of your business
* Build a robust network with other businesses and teams at the same strategic point in global corporate development
* Maintain awareness of emerging best practices and the growing body of research and data in the global diversity realm
* Describe methods to actively build a safe and inclusive space, bridging logistical and cultural boundaries
* Define the benefits of a diverse, equitable, and diverse workplace
* Define what impact or legacy you want your company to have

**Outline**

* Introduction
* Global Diversity in Today’s World
* DEI Demystified
* Diversity, Equity & Inclusion (DEI) Defined in A Global Context
* DEI Benefits in The Workplace;
* The Real Fears and Challenges of Taking On DEI&
* Explore What It Means to Be Global Citizens
* Cultural Competency/humility and Building Bridges
* DEI Heart Strides
* DEI Explored Globally
* DEI Matters Legally, Socially, and Ethically
* Global Diversity Strategic Planning: Beyond HR
* Staying Competitive and Global Diversity Best Practices
* Champions and Change Agents: Ensuring Innovative Connections
* Wrap Up and Next Steps