

We recognise and value each other's differences and treat each other with respect

In keeping with our commitment to equalities, the Council has purchased a number of Equality Diversity and Inclusion Training sessions from our Employee Assistance Provider, Workplace Options. Each of the sessions will last one hour and will be available across a range of dates and times.



Why Inclusion Matters

Inclusion ensures that there is room at the table for all groups within the organisation irrespective of gender, race, religion, age, ethnicity, sexual orientation, neurodivergence, education or any other parameter. Join this session to learn about the benefits, complexities and barriers to having an inclusive environment and what can be done about it.

[SIGN UP HERE](#)



Understanding Microaggressions

Microaggressions are common verbal, nonverbal and environmental slights, snubs or insults that communicate negative messages to individuals from marginalised groups. In isolation microaggressions can seem trivial, but when experienced repeatedly they can have a damaging cumulative effect. Join this session to understand microaggressions and their impact and develop strategies to address microaggressions.

[SIGN UP HERE](#)



Discovering Unconscious Bias

Unconscious biases cause people to make judgements based on stereotypes, without even realising it. Join this session to understand how unconscious bias is revealed, explore the impact that unconscious bias has on everyday interactions, identify your own unconscious biases, and learn how to build relationships by recognising differences as strengths.

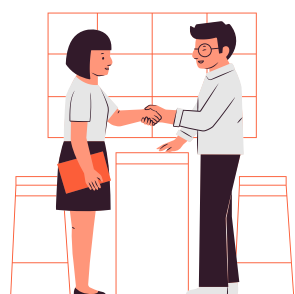
[SIGN UP HERE](#)



Fostering a sense of belonging

The need to belong, be affiliated with, and be accepted by members of a group is a human need. By belonging to a group we feel as if we are a part of something bigger and more important than ourselves. Join this session to learn about what belonging means, why it is so important and how it can be cultivated for yourself and your team.

[SIGN UP HERE](#)



Sustaining a Respectful Workplace

This training session will empower employees with the awareness and knowledge to cooperate and communicate with respect, embrace differences, and address concerns in a constructive way. Join this session to define healthy acceptable work behaviours, and learn what may be considered inappropriate, tackle inappropriate behaviour in an assertive way, and outline ways to promote a positive and respectful work environment.

[SIGN UP HERE](#)