

# DIVERSITY & INCLUSION 101

## Understanding workplace diversity and inclusion

This program is designed to help you and your team understand the fundamentals of workplace diversity and inclusion and the acknowledged business, individual and team benefits.

It introduces the concept of workplace diversity and inclusion, and why it matters, then explores with participants the different dimensions of a person's identity that might have an impact on their experience at work.

## CONTENTS

All DCA programs begin with an Acknowledgement of Country, information on program ground rules, expectations and learning outcomes; and end with time for Q&A.

### Part 1: Introduction to D&I

- Understanding diversity, inclusion, and intersectionality
- Common D&I misconceptions
- Social and professional identities
- The four essential elements of inclusion
- The case for D&I, and why it matters – what DCA research says.

### Part 2: Unpacking diversity dimensions

- Unpacking the diversity dimensions, including Aboriginal and/or Torres Strait Islander background; age; gender; cultural diversity, religion, or faith; disability; neurodivergence; LGBTQI+ status; mental health and social class.
- The concept of intersectionality and its impact upon diversity and inclusion.
- A brief introduction to unconscious bias, resulting biased preferences and meritocracy in the workplace.

### Interactive activities

The 90-minute Diversity and Inclusion 101 program features additional interactive content video + de-brief and self-reflection activities.

**CONTINUED >**

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## LEARNER PROFILE

Suitable for all employees of any organisation and organisational level, regardless of prior subject knowledge.

## FACILITATORS

Experienced DCA Facilitators deliver this program face-to-face or online.  
[View our current panel.](#)

## PRICING AND FORMAT

### DCA Member rates (incl. GST):

| Delivery Method | Program duration | Price (max of 30 participants) |
|-----------------|------------------|--------------------------------|
| Face-to-Face    | 60 mins          | \$2,500                        |
| Face-to-Face    | 90 mins          | \$3,000                        |
| Virtual         | 60 mins          | \$2,000                        |
| Virtual         | 90 mins          | \$2,500                        |

### Non-Member rates (incl. GST):

| Delivery Method | Program duration | Price (max of 30 participants) |
|-----------------|------------------|--------------------------------|
| Face-to-Face    | 60 mins          | \$4,000                        |
| Face-to-Face    | 90 mins          | \$4,500                        |
| Virtual         | 60 mins          | \$3,500                        |
| Virtual         | 90 mins          | \$4,000                        |

To encourage maximum learner participation, we recommend limiting groups to no more than 30 per program. Up to 10 extra employees can attend, however, this incurs an additional participant surcharge of \$500.00 incl. GST per program.

## NEXT STEPS

**To send an expression of interest:** Please complete our program EOI form.  
Alternatively, email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

**To proceed with the booking process:** Please contact DCA's Knowledge Program Team – email [workshops@dca.org.au](mailto:workshops@dca.org.au) or phone 02 8014 4300.

## PROGRAM FAQs

See our [DCA Knowledge Program FAQs page](#) for more information.