

INCLUSION 101

Understanding workplace diversity and inclusion, and unconscious bias

Designed as an introduction to the 'what, why and how' of workplace inclusion, this program combines the fundamentals of diversity & inclusion and unconscious bias into one 90-minute session.

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

The second half of the session introduces the concept of unconscious bias, and why we need to do more than just become aware of our own biases to create inclusive workplaces.

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

- What are diversity, inclusion and intersectionality?
- Social and professional identities
- The four essential elements of inclusion
- The case for D&I, and why it matters – what DCA research says
- Unpacking 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

Part 2: Understanding unconscious bias and its impact

- Introduction to the concept of unconscious bias
- Consequences of different types of bias
- Interactive exercises to give participants an understanding of the concepts
- Countering bias through "nudges".
- Examples of 'nudges' that worked.

Interactive activities

Also includes video + de-brief, group discussion and self-reflection activities.

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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	90 mins	\$3,000
Virtual	90 mins	\$2,500

Non-Member rates (incl. GST):

Delivery Method	Program duration	Price (max of 30 participants)
Face-to-Face	90 mins	\$4,500
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 or phone 02 8014 4300.

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

PROGRAM FAQs

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