

In partnership with Discover Manufacturing, West Michigan Works!, and The Right Place.

Building a More Respectful Workplace

Actions, words, and their impact on an inclusive environment

For West Michigan to be a destination for a diverse workforce in the global manufacturing landscape, employees at all levels in the organization must understand how policies, practices, attitudes, actions, and words can contribute to or overcome racial disparities.

This 2-day, virtual program will equip individuals with tools to become aware of, and sensitive to, the emotional reactions and expressions in themselves and others with issues around race, political divisions, and religious differences. Participants will explore actions, words, and their impact on an inclusive workplace. Participants in this program will:

- Discover words and actions that encourage respect and resolution to conflicts and difficult situations between individuals and teams
 - Develop an understanding of the impact of policies and practices that contribute to inequities in the workplace
 - Explore opportunities to foster a philosophy of inclusive leadership through commitment, continued education, and company culture
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Regular Program Cost: \$200

Cost to Discover Manufacturing Members: \$0

To learn more, visit: discover-manufacturing.com

Day 1 (Sept 16): 1 p.m. - 3 p.m. Self and Team

- Gain tools to become aware of, and sensitive to, the emotional reactions and expressions in themselves and others with issues around race, political divisions, and religious differences
- Explore actions, words, and their impact on an inclusive workplace

Day 2 (Sept 23): 1 p.m. - 3 p.m. Team and Organization

- Explore and practice words and actions that encourage respect and resolution to conflicts and difficult situations between individuals and teams
- Investigate the impact of policies and practices that contribute to inequities in the workplace (hiring) develop next steps to foster a philosophy of inclusive leadership through commitment, continued education, and company culture