

# Diversity Awareness Partnership

*"Make a Difference by Accepting Everyone Else's"*

314-436-7628

www.dapstl.org



## DAP has conducted Training for:

- Ameren UE
- Beverly Hills Police Department (St. Louis)
- City of Olivette
- Child Center-Marygrove
- Daotel
- Edgewood Children's Center
- Edward Jones
- Eden Theological Seminary
- Fort Zumwalt School District
- Kingdom House
- Missouri Baptist Children's Home
- Monsanto
- Omega Phi Alpha Sorority
- Sandberg Phoenix & Von Gontard
- Sterling Properties
- St. Louis County Department of Health
- Webster University
- Washington University's Olin School of Business

## Diversity Training

The goal of Diversity 101 training is to increase awareness and education while providing tools needed to operate successfully in a diverse workplace. Changing demographics in American culture are requiring employees at all levels to gain new knowledge about diversity and inclusion in order to build more cohesive work teams and ensure mutual understanding and respect among employees.

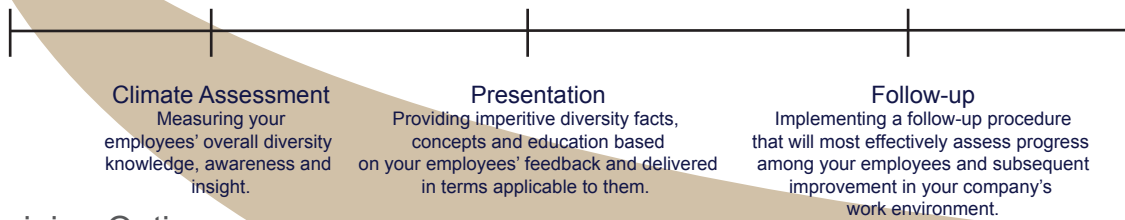
## Training Content and Tools

**Diversity Training is tailored to meet your company's needs.** Diversity 101 training content generally includes an overview of key diversity areas such as race and ethnicity, religion, sexual orientation, gender identity, disability and age. Embedded in the training are facts, figures, and activities that make participants explore stereotypes, bias, and the origins of discrimination. These concepts are interlinked with how demonstrating diversity and inclusion principles in the workplace leads to more creativity, innovation, teamwork and varied problem solving strategies.

## Training Platform

Every company experiences unique diversity challenges influencing dynamics including, but not limited to, atmosphere, leadership, staff and clientele. DAP has designed a platform to begin building the optimal training style for your company/organization. Although the diagram illustrates the most effective procedure to reach the desired outcome, each option is offered individually.

### Diversity Training Platform



## Training Options

### Diversity Assessment:

Companies/Organizations are encouraged to conduct a diversity/climate assessment to analyze their diversity challenges in order to create an effective message that meets their employees' needs. A bank of diversity questions for your company to select from will be provided.

### Presentation and Workshops:

**Diversity 101 Presentation** Conducting a presentation that exposes basic diversity information surrounding the areas of race, religion, sexual orientation, disability and age as it relates to your company and the St. Louis metro area.

**Specialized Workshop** Information provided is more specific to your company's diversity needs. The religious diversity workshop is most commonly requested, but the workshop is also offered targeting issues of race, sexual orientation and disability.

**Individual Workshop** One-on-one training with an employee about a specific diversity issue that may challenge their ability to work cohesively in a group or effectively with a client.

**Give Respect, Get Respect Youth Program** A unique opportunity for associates to learn collectively with students and partake in hands-on diversity activities by hosting the program for one full year.

### Follow-up:

**Survey Series** A post survey will be distributed to assess progress among your employees and your company's productivity in relation to diversity.

**Lunch and Learn Sessions** Organizing a series of lunch meetings facilitated by DAP employees to create discussion about key diversity topics.

## Cost

Cost is determined by your selected options. We are more than willing to accommodate your budget.