

# BUILD SAFE & INCLUSIVE WORKING CULTURES

## PREVENT MICRO-AGGRESSIONS & OFFENSIVE BEHAVIOURS

LIVING INSTITUTE   
center of applied diversity intelligence

## PREVENT MICRO-AGGRESSIONS AND OFFENSIVE BEHAVIOURS AND BUILD SAFE & INCLUSIVE WORKING CULTURES

### THE 2 ELEMENTS:

1. Module 1:  
Inclusive Leadership &  
Preventing Micro-aggressions
2. Module 2:  
Building Strategies to Prevent  
Micro-aggressions  
& Offensive Behaviour

### FORMAT:

Both elements can be executed digitally and online and are available both in English and Danish

### TIME HORIZON:

At least 4 weeks of reflection time should pass between the first and second module so participants can reflect on and implement learnt tools

In the wake of movements such as #MeToo and #BlackLivesMatter, companies are increasingly struggling to ensure truly inclusive workplaces where all employees feel welcome and safe. The lines between what is acceptable to say and laugh at seem like they have become blurred – or have they? This programme is aimed at giving inclusive leaders the answers they are looking for:

- What does inclusive leadership mean in the 21<sup>st</sup> century?
- What are micro-aggressions and everyday-X-isms?
- When is something offensive?
- How do our unconscious biases and privileges affect our understanding of what is “offensive”?
- How can inclusive leaders create safe inclusive working cultures?
- How do you prevent micro-aggressions and offensive behaviours?
- How do you approach difficult discussions with all parties?

Knowing the answers to these questions will enable you to create a safe, sustainable inclusive working culture that meets the demands of the 21<sup>st</sup> century.

# OUR METHOD

We pride ourselves in making research-based knowledge practically applicable to our clients through a high degree of participant involvement that accommodates our participants' different learning styles and preferences. The interactive training is based on presentations, real-life cases, practical exercises, and teamwork.



Create a safe and inclusive workplace where your diverse and brilliant talents thrive



Understand your role as leader in preventing micro-aggressions and offensive behaviour



Send a clear signal that micro-aggressions and offensive behaviour will not be accepted



Tackle micro-aggressions and offensive behaviour in an inclusive manner

The modules are designed specifically for *Inclusive Leadership* by our team of accomplished business executives, entrepreneurs, and academic consultants. Our materials used are research-based and practical methods are tried and tested. For these modules, we draw on research from Neuroscience, Conflict Studies, Gender Studies, Anthropology, Psychology, and Political Science.

We use:

- Quantitative statistics and qualitative processes
- Experiential learning exercises developed by internationally renowned psychologists and actors
- Individual Diversity Intelligence assessment tools tested by more than 50.000 people worldwide

## RESULTS

If your organisation's leaders participate in our programme on *Preventing Micro-Aggressions and Offensive Behaviours*, they will be able to:

- Create a safe and inclusive workplace where all your diverse and brilliant talents thrive
- Understand their role as leader in preventing micro-aggressions and offensive behaviours
- Send a clear signal that micro-aggressions and offensive behaviour will not be accepted
- Tackle micro-aggressions and offensive behaviour in an inclusive manner

## HOW DOES THIS PROGRAMME WORK?

The programme consists of 2 elements:

1. **Module 1:** Inclusive Leadership and Preventing Micro-aggressions  
Participants gain a basic understanding of (1) inclusive leadership, (2) how unconscious bias and privilege affects our understanding of micro-aggressions, and (3) the inclusive leader's role in preventing and dealing with micro-aggressions and offensive behaviour. Participants identify their own unconscious biases and privileges and gain an understanding of how to mitigate these.
2. **Module 2:** Building Strategies to Prevent Micro-aggressions & Offensive Behaviour  
Participants design initiatives that meet their respective team's needs. Everyone understands the importance of inclusive leadership to promote a safe culture of equality and inclusion and how to be such an inclusive leader.

## CASES – AND WHO THIS IS RELEVANT FOR

LIVING INSTITUTE has over the years designed and conducted Inclusive Leadership Training Programs for clients in the private and public sector (incl., banking, engineering, construction, public administration, public education) around the world.