



## Creating inclusive workplaces

A Fairer World is Tasmania's leading provider of diversity and inclusion training, supporting organisations to create more inclusive and flexible workplaces with a unique training program.

We offer a range of diversity and inclusion workshops that can be delivered in-house. Our workshops are unique in being co-designed and co-delivered by community experts (people with lived experience of prejudice or discrimination who have trained as community educators) and professional inclusion trainers. All workshops are interactive, encourage open discussion and can be tailored to the needs of your organisation.

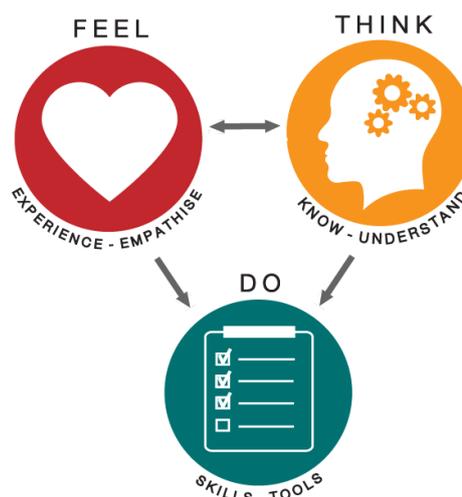
### Our approach

The workshops are ordered according to a **Feel, Think, Do** model of diversity and inclusion, which is based on evidence that hearing the lived experiences of a variety of people is essential in order to achieve and maintain the level of motivation needed to sustain change. We have a pool of people with lived experience of different forms of prejudice who have trained as educators – these are our community experts.

- **Feel** (affective) – real life examples of prejudice and discrimination told by people who have experienced it.
- **Think** (cognitive) – research proving the existence and effects of unconscious bias.
- **Do** (active/behavioural) – practical tools and strategies that can be put into effect immediately.

*It is my view that this is a very effective model, appropriate for adoption across the Tasmanian State Service to develop managers' and leaders' understanding of unconscious bias, and diversity and inclusion more broadly.*

**Jenny Gale, Secretary, Department of Premier and Cabinet**



## Workshop 1: Hobart Human Library

**The Hobart Human Library is the perfect starting point for diversity and inclusion training for leaders, managers and employees.** The library uses the art of storytelling to break down barriers and build empathy. It provides a comfortable space for participants ('readers') to speak informally with a living 'book'. The 'books' are Tasmanians who have experienced stereotyping, prejudice or discrimination - perhaps because of their culture, sexual orientation, physical or mental wellness, gender, religion or appearance.

### Outcomes:

- A first-hand understanding of the damage caused by stereotyped thinking.
- Practical ideas on how to recognise and challenge stereotypes.
- Hearts and minds that are open to learning more about diversity and inclusion.

**Format:** Delivered over two hours at a venue of your choice, or as six 30-minute online/virtual sessions.

**Cost:** \$2,530 at your venue for a maximum of 25 participants or \$154 per person online (inclusive of GST).

## Workshop 2: Unconscious bias & inclusive behaviour

**This workshop introduces the concepts of diversity and inclusion in the workplace - their benefits and the barriers to achievement.** Evidence reveals that unconscious bias is part of the way the human brain functions, but we can override our biases. Links are explored between behaviour, language, culture and inclusion, leading to an informed discussion of strategies to disrupt and mitigate the effects of bias. The workshop is based around videos, activities and discussions with community experts.

### Outcomes:

- An understanding of the brain processes behind unconscious biases.
- Practical personal skills to minimise the effects of bias.

- Improved inclusive language and behaviour practices.

**Format:** Delivered over three hours at a venue of your choice. Online options coming soon.

**Cost:** \$2,530 at your venue for a maximum of 25 participants (inclusive of GST).

## Workshop 3: Inclusion strategies

**This workshop builds on the previous workshops to develop inclusion strategies that can be put into effect immediately.** Case studies and discussion of real work situations allow participants to develop effective strategies for change in their own organisation. Together, participants will develop and commit to measurable inclusion outcomes for their team/department that contribute to the goals of the organisation.

### Outcomes:

- How to identify and address barriers to inclusion and how to 'reverse' bias.
- A range of effective tools and strategies to prevent 'biased' decision-making.
- A commitment to defined inclusion outcomes.

**Format:** Delivered over three hours at a venue of your choice. Online options coming soon.

**Cost:** \$2,530 at your venue for a maximum of 25 participants (inclusive of GST).

## Optional extra workshop: Cross-Cultural Awareness in the Workplace

**A multi-award-winning anti-racism workshop that aims to create a more inclusive workplace.** An inspiring workshop delivered by Students Against Racism, a group of young people from refugee and migrant backgrounds. Students share their personal stories of why they left their homeland, their journey to Australia and their life now.

### Outcomes:

- An understanding of the forms and impacts of racism and how it can be addressed.
- Increased cultural competence (effective interaction with people from different backgrounds).
- Enhanced multicultural empathy.

**Format:** This workshop is delivered over one to two hours at a venue of your choice.

**Cost** (inclusive of GST): From \$880 depending on numbers and length of workshop. (Workshop cost currently subsidised by grant funding.)

For more information visit [www.afairerworld.org](http://www.afairerworld.org). For bookings and enquiries email [admin@afairerworld.org](mailto:admin@afairerworld.org) or call 6223 1025.

# Participant feedback

## Hobart Human Library workshop

### Institute of Marine and Antarctic Studies (IMAS) staff

Average rating for quality 95%

- *It broadened my understanding of biases & how harmful they really can be.*
- *The stories were great/eye-opening and inspiring. The presenters' approach to empathy and consideration/mindfulness was lovely and excellently done.*
- *Absolutely fantastic. Thank you!! I got so much more out of this than I expected, even though I came in with an open mind and high hopes.*

### Commonwealth Scientific and Industrial Organisation (CSIRO) staff

Average rating for quality 96%

- *Thank you for your efforts and courage. It was amazing to me. I loved it.*
- *Thank you for your work. It makes the world better. :)*
- *I'd like to see this as mandatory for all staff.*

## Unconscious bias workshop

### Service Tasmania operational leaders

- *Lots of "AHA" moments - uncovering unconscious biases & recognising them.*
- *The practical tools to test assumptions/biases; the videos are always valuable; the openness of discussion & participation today was great.*
- *Clearly displaying through tests and riddles (practical applications) how our mind works, how our biases are created.*

### TasNetworks staff

- *It was an awesome experience, and I am very grateful to be a part of it.*
- *I will be more conscious about what comes out of my mouth and how I address someone.*
- *Recognise I have unconscious bias and work on being aware of these, use slow brain.*
- *Very engaging presenters. Thought-provoking discussion.*

## Inclusion Strategies workshop

### Department of Premier and Cabinet staff

- *Great workshop that opened my eyes to diversity and inclusion.*
- *Thought the group work and moving tables to get different perspectives was great.*
- *Nice feel amongst the group - felt able and comfortable to contribute.*