



NEW JERSEY DEPARTMENT OF LABOR & WORKFORCE DEVELOPMENT

Braheim Knight, Diversity & Inclusion Officer

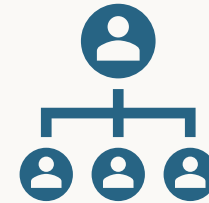
Why Diversity, Equity, and Inclusion Training is Needed in the Workplace



Helps employees become more aware of unconscious bias and other barriers to diversity and inclusion.



Raise awareness of the value of collaborating with people of different cultures, ethnicities, races, genders, beliefs, experiences, and ideas.



Being sensitive and aware of one's behavior towards others can also help prevent discrimination and harassment.



What Type of Diversity and Inclusion Assessment Does Your Organization Need?

Diversity Climate Survey

Allows for a strategic approach to understanding your workplace diversity and inclusionary climate.

Mitigates the risk of unconscious bias in the training curriculum selection process.

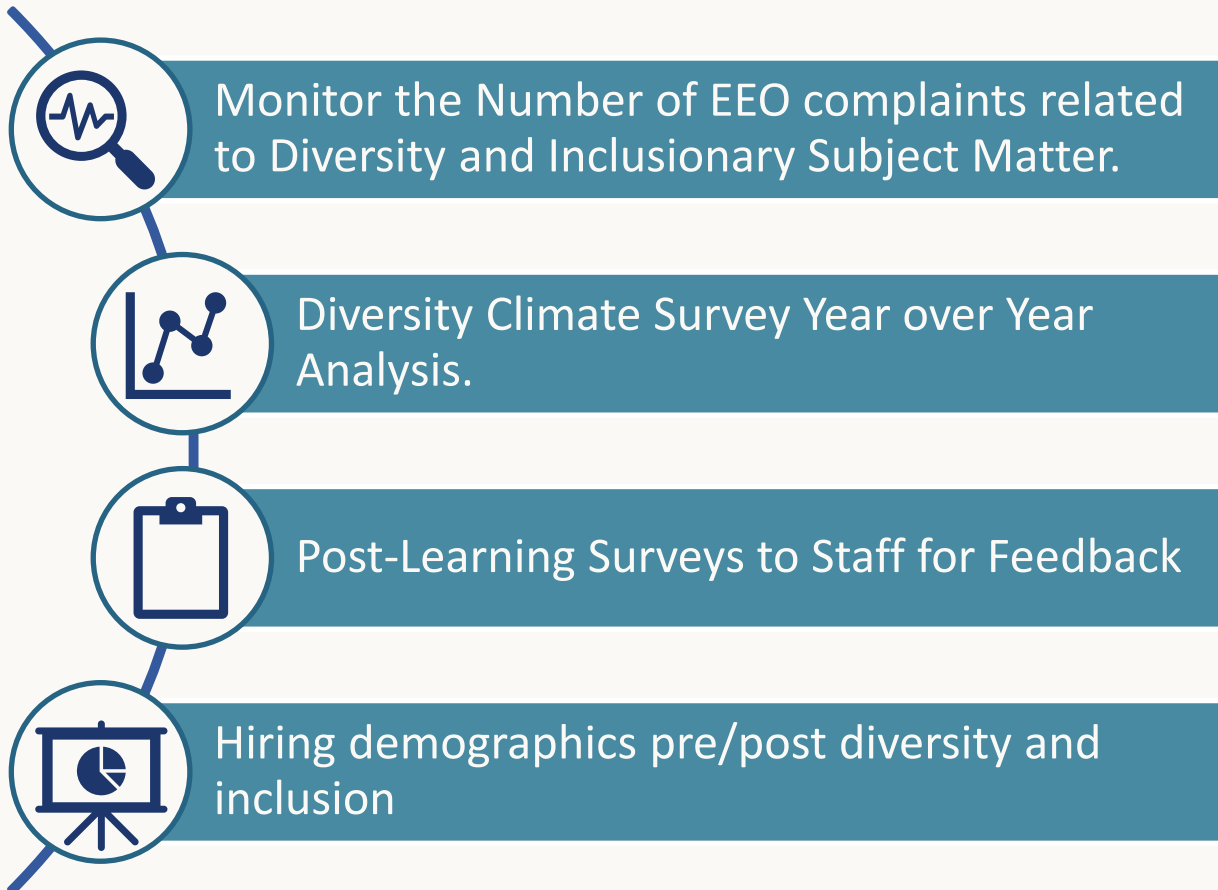
Provides the opportunity for employees to share their lived workplace culture experience.



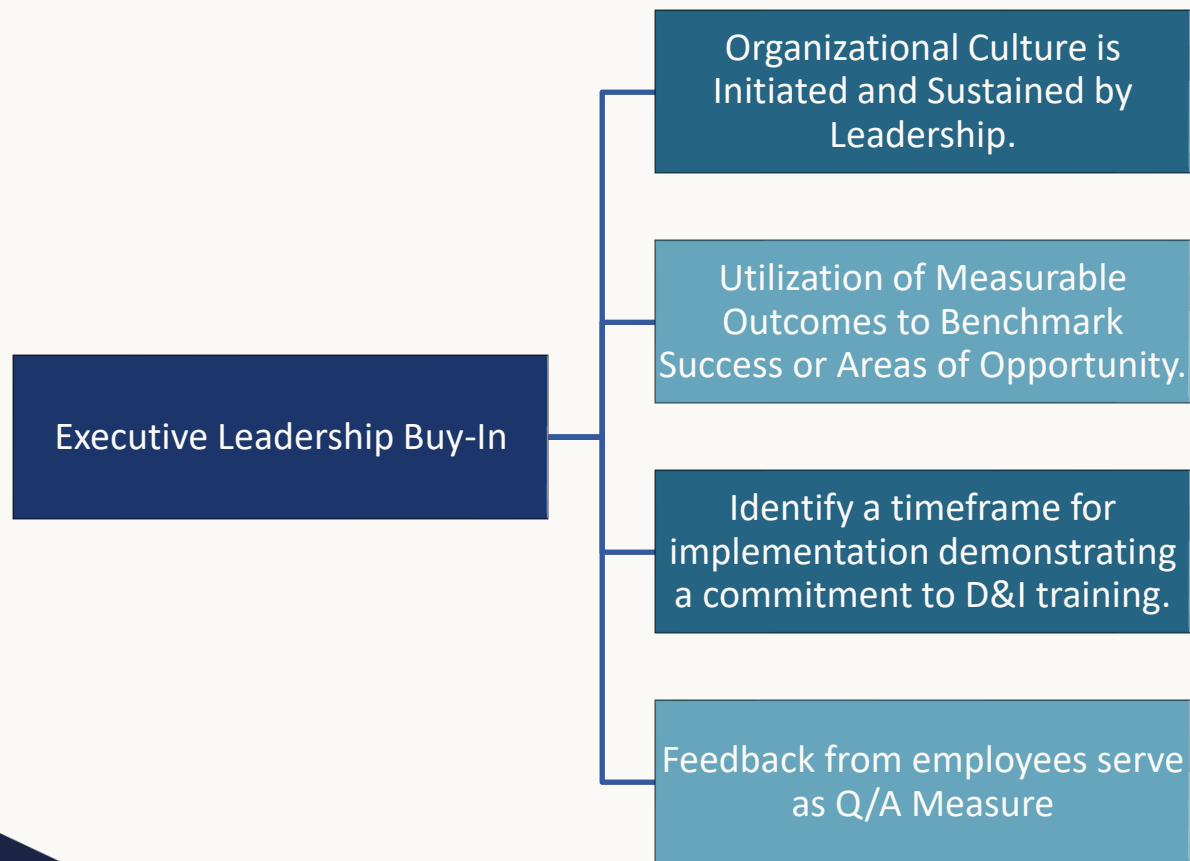
Outlining an Organizational D&I Strategy Without a Survey



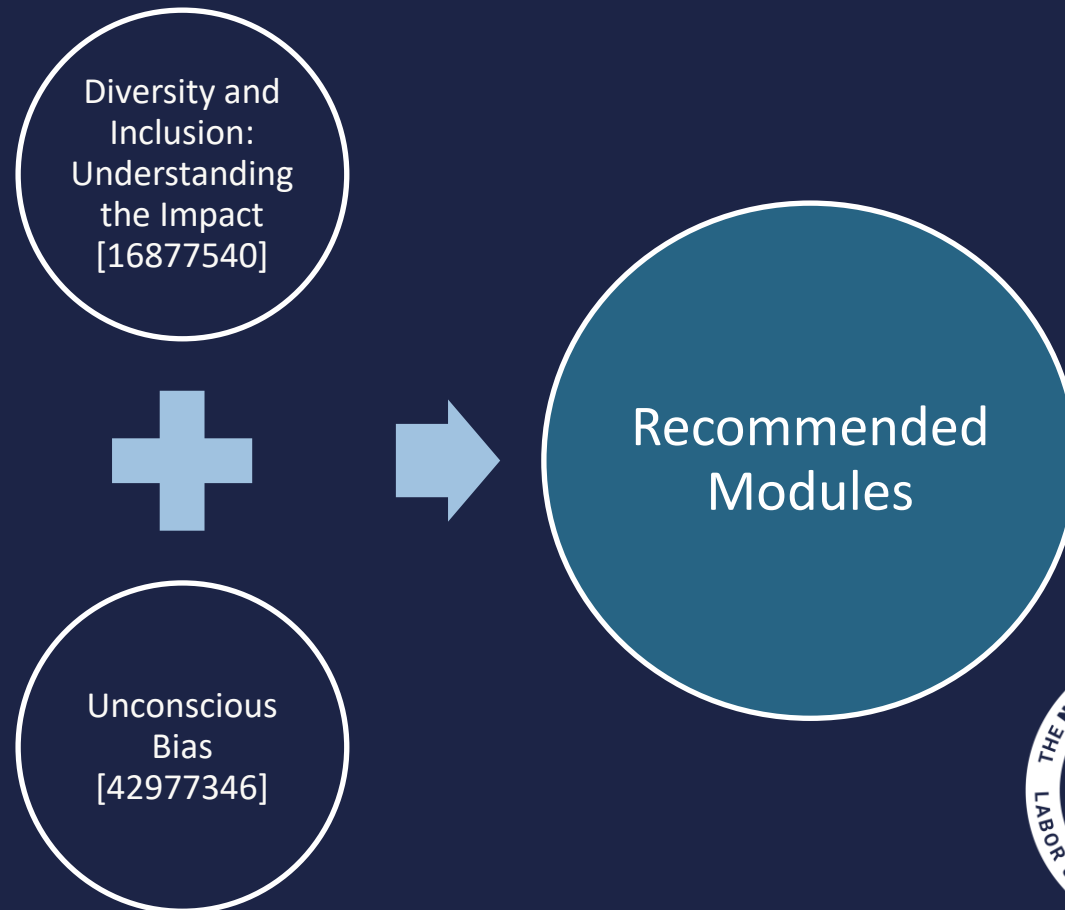
Measurable Outcomes of Diversity and Inclusion Training



Successful Implementation of Diversity and Inclusion Training



Learning Management System Module Identification



Certificate Program After Module Completion

Racial Equity/Diversity and Inclusion Pledge

Allows alignment
around
organizational
D&I
goals/objectives.

Holds the
organization and
leadership team
accountable to
stated goals and
objectives.

Certificate
program evolves
over time as D&I
issues emerge.

Demonstrates
commitment to
D&I.





THANK YOU ANY QUESTIONS?

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