

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

Identification of organizational behavioral trends or themes that may benefit from D & I training.

Providing staff access to diversity and inclusion definitions to assist with individual selfassessment.

EEO Officer Collaboration

Commit to building out a diversity climate survey with an attainable timeframe to utilize data as guideposts.



Measurable Outcomes of Diversity and Inclusion Training



Monitor the Number of EEO complaints related to Diversity and Inclusionary Subject Matter.



Diversity Climate Survey Year over Year Analysis.



Post-Learning Surveys to Staff for Feedback



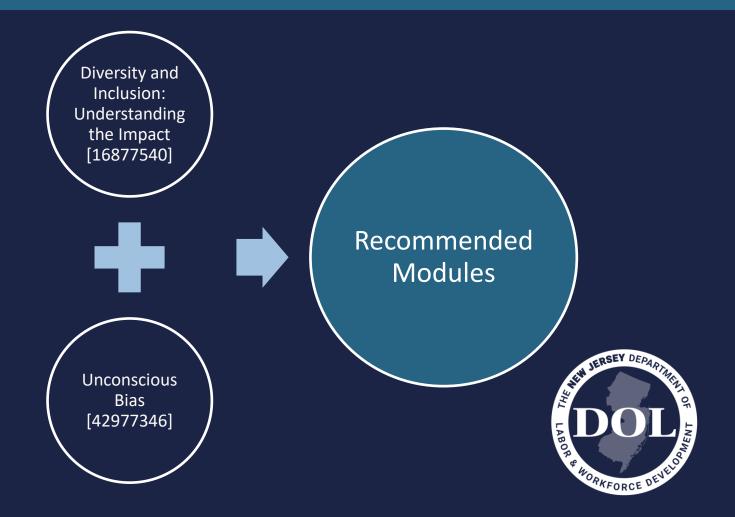
Hiring demographics pre/post diversity and inclusion



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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