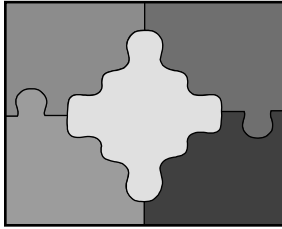


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Overview and Objectives

WELCOME! *Diversity Mosaic: Developing Cultural Competence* is designed to help employees in all positions, levels, and areas of the organization develop knowledge, awareness, and skills for valuing diversity and creating a truly inclusive environment. It will also help you understand the organization's diversity initiative and your role in supporting it. When you have completed the workshop you will:

- Understand what valuing diversity is (*knowledge*)
- Understand why cultural competence is important for you as an individual (*knowledge*)
- Understand why the organization is undertaking an effort to create true inclusion and to value diversity (*knowledge*)
- Analyze your own perceptions, strengths, and developmental areas in becoming a champion of diversity (*awareness*)
- Learn skills to increase your level of cultural competence (*skill*)
- Determine how you can help eliminate structural inequality to create a truly inclusive organization (*skill*)
- Create a personal diversity action plan (*knowledge, awareness, skill*)

The *Diversity Mosaic: Developing Cultural Competence* workshop agenda is comprised of two main sections and several sub-segments. Your facilitator will have more detailed information on the agenda when you arrive at the session. The agenda is as follows:

- Becoming a Diversity Champion (developing your level of cultural competence)
 - The Diversity Mosaic
 - Developing Self-Awareness
 - Understanding Structural Inequality
 - Working Together Productively

- Creating an Inclusive Organization (using the Five Cornerstones of Diversity Mosaic to do your part in creating an organization that values diversity and is truly inclusive)
 - Moving Forward Together

Pages 45 through 75 of this workbook contain all the forms required for you to complete a 360-degree assessment. This process will enable you to gain insight into how others perceive your behavior with regard to valuing diversity and being inclusive. Feel free to read this entire workbook (as well as the 360-degree feedback section) at any time to understand more about diversity and inclusion and to prepare yourself for the assessment and the workshop. Your facilitator will let you know whether to complete the 360-degree assessment before the session or to wait until the session to receive further instructions before completing it.

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