Diversity Training

[Institutional Affiliation(s)]

Author Note

# Components of the diversity training program

Diversity training is an effective training program which is designed to facilitate constructive group interaction, to reduce discrimination and prejudice, and to educate the individuals how to treat the people with different backgrounds, and how to work together successfully.

Mentioned below are five important components of an effective diversity training program.

## Tailored Training

Along with the strong support and commitment from the management, a successful training program also depends upon proper utilization and allocation of the workforce. Tailored training is the first and most important component of diversity training. Every organization has a different culture, and to meet the specific needs of the organizational programs, a tailored workforce will guide, what type of diversity training an organization needs.

## Strategies

Diversity training is not supposed to be a one-day training. It takes time to educate your employees to understand the culture of the organization and to work with the people of diversified values, beliefs, behaviors, and attitudes. Training department should make strategies/ policy that dictates equality and non-discriminatory performance appraisal. Top strategies also include community outreach programs covering internships, scholarships, and systematic career guidance.

## Approaches

The diversity training programs must be integrated with the existing culture and values of the organization. Human Resource management should ensure the training of all the employees as well as upper-level management staff regarding procedures of accountability. Diversity training is not effective if there is a culture of consistent training instead of an integrated approach, and aggressive diversity strategy for minority employees

## Evaluation

The success of diversity training is mostly dependent on ongoing evaluation programs. Employees should be clear and focused on their short and long-term goals, and well informed about the overall strengths and weaknesses of the program. They must keep the record of their failure and success to evaluate the training program. This will help them to gain support from other similar programs and fight against the critics.

## Consideration

Diversity training programs should be intentional and well structured. The training programs should be focused to enhance the diversity prospects with promotions, and prepare the senior management to lead the diverse team. The curriculum for the training must include ethnicity, race, sexual orientation, ideology, and, most importantly, religion.

In a diversity training program, training methods, characteristics of trainers regarding race, sexual orientation, ethnicity, cultural background, and the response of trainees are equally important for its success and effectiveness(Holladay and Quiñones 2008).

One of the most important components to be included in the diversity training plan is to "communicate the value of every employee." Leader of an organization should make everyone feel equally important for the team. This will help to communicate the value of every employee within the workplace(Diversity and Inclusion: How to Value Diverse People and Organizations n.d.).

# References

“Diversity and Inclusion: How to Value Diverse People and Organizations.” https://managementhelp.org/interpersonal/multicultural-diversity.htm (October 25, 2019).

Holladay, Courtney L., and Miguel A. Quiñones. 2008. “The Influence of Training Focus and Trainer Characteristics on Diversity Training Effectiveness.” *Academy of Management Learning & Education* 7(3): 343–54.