



# DECREASING CULTURAL TENSION

## ALIGN DIVERSITY, EQUITY & INCLUSION RESOURCES WITH ORGANIZATIONAL STRATEGY

When it comes to culture clashes and behaviors that impact diversity, equity, and inclusion in the workplace, be proactive! Help your employees be better equipped to work through complex interpersonal issues caused by cultural differences. Help your employees to communicate and collaborate with colleagues from different backgrounds. Help your employees develop their skill for beginning and managing meaningful conversations about race and racism. Employees need clear directions, strategies, and models for having culture conversations and for resolving tension.

Creating open and honest cultural dialogue is imperative for resolving the cultural concerns, questions, issues, and tensions that show up in today's workplace. In the present climate of heightened racial tensions, the silence can negatively impact interactions between colleagues or coworkers.

*Decreasing Cultural Tension* training provides ways to recognize and acknowledge the validity of the experiences of others and to have non-confrontational conversations. Employees recognize that these conversations are uncomfortable and require "what" and "how" skills that most of them do not possess. This current moment of awareness is an opportunity for open, honest, dialogue about a range of tension sources (e.g., race and related topics, generational clashes, gender expressions, class, ability/disability, politics, or religion).

## TRAINING OBJECTIVES

At the completion of training, participants will be able to:

- Understand The Rich Diversity Elements Each Person Brings To The Workplace
- Expand Understanding Through Culture Conversations
- Use MTS Tools to Challenge Racism In The Workplace
- Identify The Elements Of A Challenging Cultural Conversation
- Collaborate To Resolve Tension In Non-Depreciating Manner
- Be Sensitive To Words And Behaviors That Create And Accelerate Tension
- Practice Five Ways To Defuse Cultural Tension

## BENEFITS

1. Facilitate Restoration Of Healthy, Cohesive Workplace Relationships
2. Promote Appreciation of Cultural Differences
3. Decrease in Misunderstandings, Conflicts
4. Increase In Ability to Solve Problems
5. Increase Productivity And Efficiency
6. Reduce Employee Stress

## AVAILABLE FORMATS

E-Learning, Live Instruction, Webinars, Video Bursts, Blended