



# Inclusion course

An optional module to help you foster inclusion and diversity in your international workforce



welcome to brighter



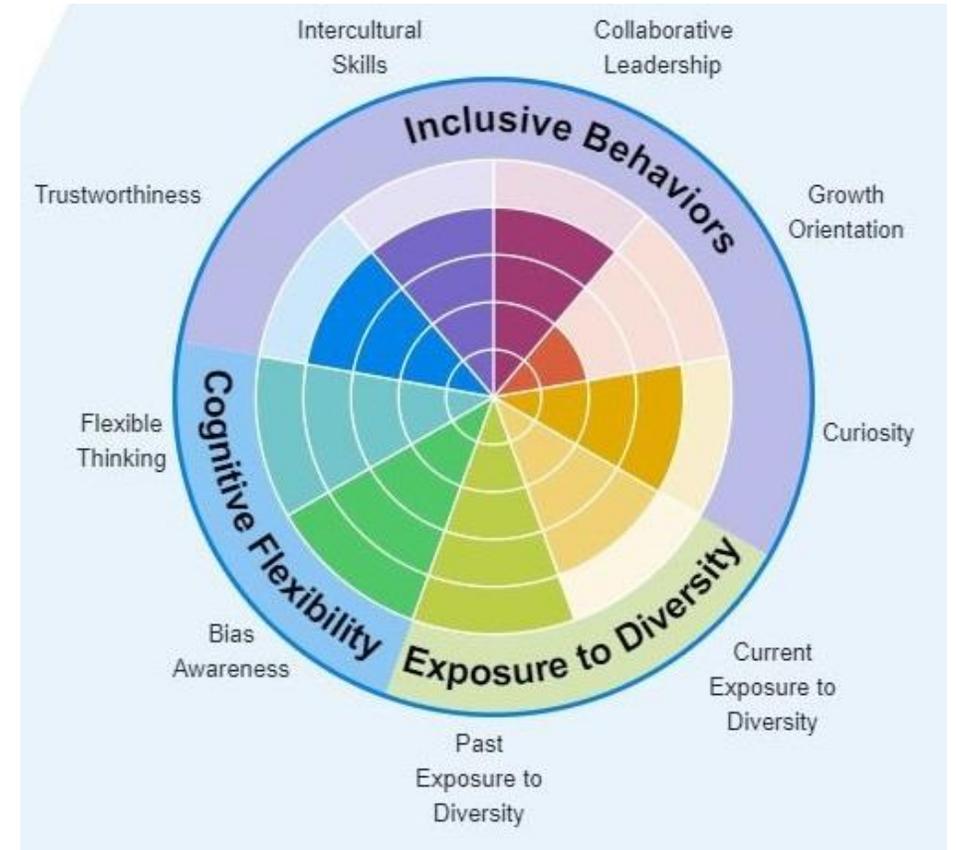
**Moving talent between jobs and geographies plays a key role in fostering diversity and inclusion, and mobility management teams should be at the forefront in the fight to develop a diverse workforce.**



# CultureWizardPassport Inclusion Course

The new module complements the current content of the [Culture Wizard Passport](#) site and provides a comprehensible training solution to foster diversity and inclusion in an international workforce.

The course consists of videos, scenarios and action-planning sections, as well as games and the Global Inclusion Calculator.



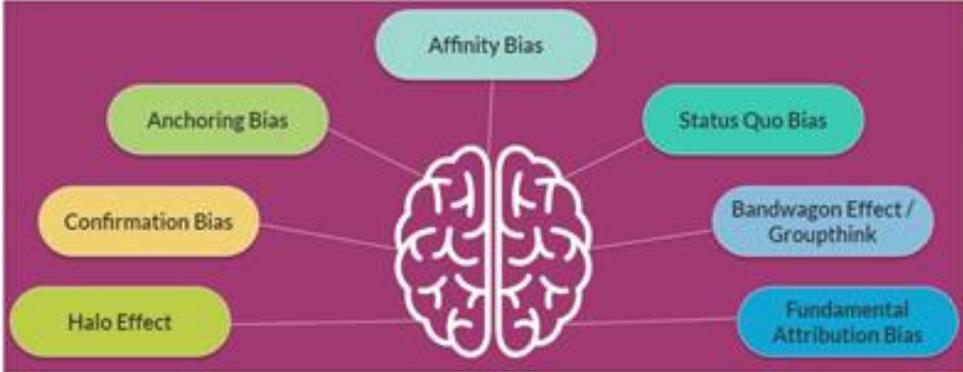
# Inclusion Module

## Online Course

What is inclusion? What is bias? 

### Examples of common biases

Because implicit bias is so deeply engrained in our brains, it continually influences our actions, reactions, and decisions. Most of the time, this happens in ways we don't even notice, so our biases go unchecked. You can begin to monitor yourself and others by learning about some of the most common forms of bias.



Click the buttons above to learn about the specific biases and their impact  

The course explains why inclusion matters in the workplace, describes the different types of implicit bias, and provides insight to help employees be more inclusive as individual contributors, as leaders, and when working with customers.

# Inclusion Module

## Inclusion Calculator

**Global Inclusion Calculator**

**Here are your results.**

Overall, your scores across all dimensions indicate that you have skills to act inclusively with people who are different from you. These abilities may be related to your significant exposure to different individuals and experiences in addition to your well-developed ability to challenge commonly held assumptions and biases.

Click the 3 main dimensions and the 9 subdimensions to learn what you can do to be more inclusive.

[Download Report](#)

The chart displays scores for the following subdimensions:

- Inclusive Behaviors:** Intercultural Skills, Collaborative Leadership, Growth Orientation, Curiosity
- Exposure to Diversity:** Current Exposure to Diversity, Past Exposure to Diversity
- Cognitive Flexibility:** Bias Awareness, Flexible Thinking, Trustworthiness

The Global Inclusion Calculator is a 45-question assessment showing employees how inclusive they are behaviourally, how flexible they are in terms of thinking about diversity, and how exposed they have been (and are) to diversity.

It is meant to be retaken by users so they can see their progress.

# Inclusion Module

## Inclusion Game

Play this short and engaging challenge to test how savvy you are about diversity and inclusion in the workplace.

EXPLORE Home > Glob... > Inclusion Monsters Game Search CultureWizard

We need to build a more diverse team that can come up with innovative products that appeals to **everyone**, not just a sliver of the market.

I'm putting you in charge of overseeing our hiring managers and devising a plan to hire the best, **most diverse** group of product developers out there.

Share Was this helpful? Yes > / No > | Feedback

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# Inclusion Module Media Library

Access a variety of other resources, including webinars and articles on the topic of inclusion.

The screenshot displays the 'EXPLORE' section of the Media Library, specifically the 'Inclusion' category. The interface includes a search bar, a navigation menu on the left, and a grid of article cards. The navigation menu lists 'CONTENT TYPE' (Blog Article, Games and Challenges, Video, Video: Webinars, Video: Webinar Excerpts, White Papers) and 'CATEGORY' (Approach To Time, Business Entertaining, Communication Essentials, Cross-Culture Tips, Cultural Essentials, Decision Making, Gifts, Gift Giving, Management Essentials, Meeting and Greeting, Meeting Essentials, Podcast, Relationships, Schedules and Deadlines, Scheduling Meetings, Team Focus). The article grid contains the following items:

- Not Ready for Recruitment: AI's Cross-Cultural Diversity Pitfalls** (Article)
- The Importance of Intersectionality in an Inclusive Workplace** (Article)
- Diversity & Inclusion Is a Journey, Not a Destination** (Article)
- small steps every day** (Article)
- Diversity and Inclusion Require Everyday Action from the Top** (Article)
- How to Hire Top Talent by Practicing Inclusion** (Article)
- Global Inclusion - Customer & Client Service: Tips for fostering inclusion** (Article)

# Advanced Inclusion Modules

Advanced courses to dig deeper  
into inclusion and diversity  
issues



# Overcoming implicit bias

Overcoming Implicit Bias

culturewiz<sup>ard</sup>  
by RW3, LLC

Take a deeper dive into implicit bias and how to develop strategies to combat it.

**Start here**  
3 minutes

**Where are you?**  
Assessment  
3 minutes

**Impact of Implicit Bias**  
3 minutes

**Improve your skills**  
4 minutes

**Pause Reflect: The Mindful Approach**  
5 minutes

**Recognizing Implicit Bias**  
6 minutes

**Apply your skills**  
5 minutes

Employees will learn how to manage their implicit bias in the global workplace by applying the RW-3 Pause-Reflect Model.

Scenarios in this course serve to assist individuals in learning how to pause before taking decisions.

# Acting inclusively

Acting Inclusively: Creating an Inclusive Culture

culturewiz<sup>ard</sup>  
by RW3, LLC

Start here

Where are you?

Putting inclusion into practice

Curiosity Conversations

Difficult Conversations

Allyship

Apply your skills

Employees will be taught the best methods to practice inclusion in the workplace.

These include detailed discussions on:

- Curiosity Conversations
- Difficult Conversations
- Allyship

# Inclusive leadership in action

Inclusive Leadership in Action

culturewizard™  
by RW3, LLC

In this course you will learn what inclusive leadership is, how it works, and how to put it into practice.

<b>Are you an inclusive leader?</b>  Start here 1 minute	<b>Where are you now?</b>  Assessment 8 minutes	<b>The importance of inclusion</b>  3 minutes
<b>Inclusive leadership in action</b>  5 minutes	<b>Practicing inclusion</b>  Exercise 11 minutes	<b>Next steps</b>  2 minutes

Created for managers and leaders, providing them with actionable insights on how to become more inclusive and effective leaders of global teams.

# Confronting Racial and Ethnic Bias

## A proactive global approach

Confronting Racial and Ethnic Bias:  
A Proactive Global Approach

culturewiz<sup>ard</sup>  
by RWS, LLC

Start Here

Where are you now?

Defining a common language

Your moments that matter

Our inclusion experts

Experts' insights

With a very global perspective, how can employees confront racial and ethnic bias?

This course features several global experts on best practices against racial and ethnic bias in the workplace.

welcome to

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