THIS MONTH’S NEWS AND UPDATES:

Autumn Term calendar now available. Search for and book workshops here

DATES FOR YOUR DIARIES:

3rd November
National Stress Awareness Day

22-26th November
International Leadership Week

ARE YOU AN ACCREDITED COACH?

We are looking to build our internal coaching practice and would be interested in hearing from any colleagues who have professional coaching qualifications. Please contact us at od@sussex.ac.uk

EQUALITY, DIVERSITY & INCLUSION ELEARNING

Organisational Development have just launched a number of new online Equality e-learning courses.

These include:

- A new updated version of *Diversity in the Workplace*
- **Insiders and Outsiders** – how micro behaviours affect the workplace
- **Disabled adventures in work and recruitment**

To complete a course, you will need to login to LearnUpon (visit our online learning for staff webpage for instructions), and you can click on the links below to navigate to the individual courses.
DIVERSITY IN THE WORKPLACE

This new course is shorter, more interactive and visually engaging. New scenarios have been added to test your understanding of equality legislation as it applies in the workplace and increase awareness of your rights and responsibilities as a member of staff to promote diversity and inclusion. We are recommending that all staff take the training either as a new staff member or as a refresher if you completed the previous version more than two years ago.

INSIDERS AND OUTSIDERS

In this course we look at how to recognise and limit microaggressions which flow from our unconscious biases. You will then explore the concepts and impacts of micro-inequities and unconscious bias through choosing from a series of examples/storytelling, where every decision you make will have a unique outcome on a series of scenarios. By the end of this course, you will be able to recognise the impact of unconscious bias upon decisions and the way they can manifest as micro-inequities. You will also be shown the strategies and actions necessary to minimise the damaging effects.

DISABLED ADVENTURES IN WORK AND RECRUITMENT

This is a short film that takes a look at the world of work and recruitment from the perspective of people with disabilities, through the experiences of a group of professional comedians from the comedy collective Abnormally Funny People. Guided by founder member and leading disability trainer Simon Minty, the film provides personal insight and guidance on recruiting and employing people with disabilities and sets out how to provide reasonable adjustments and support in the workplace.

Our **Unconscious Bias** course continues to be available for recruiting managers and those in roles with decision-making responsibilities, to explore where bias may be occurring in recruitment, work allocation, performance management and customer service. Our **Recruitment and Selection** course is still available for those staff who will be interviewing and sitting on a recruitment panel.

CONTACT US

- [www.sussex.ac.uk/organisational-development](http://www.sussex.ac.uk/organisational-development)
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