



A Professional Development Workshop

Preparing for diversity: measuring your organisation's climate

Professor Dan Landis, University of Hawaii

Tuesday 20 February, 9am-4.30pm

Brought to you by the Centre for Applied Cross-cultural Research and the Centre of Continuing Education and Executive Development, Victoria University.

Workshop Overview:

New Zealand has an increasingly diverse population and workforce. National policies seek to encourage a workforce that reflects the community that we live in. However, organisations often become trapped into playing a numbers game to meet diversity targets, without considering what is necessary for those new employees to be the most productive.

Equal Opportunities Climate (EOC) is the expectation by an employee that work-related behaviours directed by others towards them will reflect merit and not presumed characteristics (eg ethnic group).

In this workshop you will learn how to measure the EOC of your organisation using internationally-recognised techniques developed by Prof Landis. Once the measure is developed you will learn how to use this information to improve the EOC in your organisation.

You will learn:

- the theory of equal opportunity or diversity climate
- how to measure equal opportunity climate
- when should the equal opportunity climate of an organisation be measured
- how to use the results of a climate measurement to change the organisation

Who is this Workshop for?

This workshop is designed for human relations professionals, public sector managers and anyone who is responsible for insuring diversity and equal opportunity in the workplace, whether it is a private, public, NGO or education sector organisation.

Presenter:

Dan Landis, Emeritus Professor of Psychology, University of Mississippi; Affiliate Professor of Psychology, University of Hawaii; Editor-in-Chief, International Journal of Intercultural Relations; Executive Director, International Academy for Intercultural Research.

ENROL NOW - Places are limited to 25.

Fee: \$395 (exc GST)

For further information and to enrol: visit www.vuw-ceed.ac.nz or email ceed@vuw.ac.nz or ph 04 463 6556