

DAWN

Diversity At Work Training Programme

What is DAWN (Diversity at Work Network)?

The Diversity At Work Network is a unique national project aimed at creating a range of supports for local businesses to create an intercultural environment within their organisation. The project has a particular focus on companies employing migrant workers.

The DAWN project is a partnership between the Chamber of Commerce of Ireland, Institute of Technology Blanchardstown and the National Consultative Committee on Racism and Interculturalism. The project is primarily funded by the EU Community Equal Initiative.

DAWN Project Initiatives have included:

- Development of local diversity networks in Cork, Monaghan and South County Dublin to support local business communities to develop diversity strategies
- Action based research and labour market surveys
- **Diversity at Work**, an accredited third level diversity training module
- Diversity at Work Training Programme

What is the Diversity At Work Training Programme?

The training is specifically targeted at companies employing or potentially employing foreign nationals, particularly from outside the European Economic Area. The diversity at work training programme is a tailored training package for local businesses and employers interested in intercultural competence in the workplace. There are two stages in the diversity at Work Training Programme.

Stage One: Induction Training

This is a two-day training session. The Induction Training focuses on understanding the contextual background and legislative and policy framework in accommodating diversity in the workplace.

Contextual Background:

- What is diversity?
- Mapping the business case for diversity
- Facts and Figures on Migration
- Understanding discrimination and racism

Legislative and Policy Framework:

- Irish Immigration Policy
- Equality Legislation

Stage Two: Tailored Training

This is a five-day training package of support, designed by the training consultants to meet the specific training and knowledge gaps identified by companies. The training consultants and the chamber of commerce will engage with local companies to identify these specific training needs. The tailored training package focuses more specifically on potential areas such as:

- **Strategies for developing an intercultural workplace policy**
- **Understanding works permit policy**
- **Developing an equality policy**
- **Implementing Equality Audits**
- **Cross cultural communication**
- **Addressing Racism in the workplace**

Who provides the training?



NCCRI

The training is provided by the training and resource unit of the National Consultative Committee on Racism and Interculturalism (www.nccri.com). The National Consultative Committee is an expert body on racism and interculturalism which has provided training extensively to public bodies, government departments, trade unions, academic & educational institutions and has consulted with companies such as Dublin Bus, Eircom and ESB in the development of their equality and diversity strategies.

Why should my company participate in the Diversity at Work Training Programme?

Accommodating diversity is an important element of good business practice. The Diversity at Work Training Programme offers companies the skills and knowledge to successfully accommodate and embrace diversity by:

- Raising awareness about the benefits of developing workplace diversity policies with a particular focus on the inclusion of migrant workers
- Providing practical information on employment issues, in particular in regard to employment permits
- Giving practical guidance to employers on developing intercultural workplace policy and practices

For Further information contact your local chambers of commerce:

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