



AUSTIN
ALLIANCE
GROUP

TEAM BUILDING CASE STUDY

Diversity Training: Addressing Discrimination, Inequality, Harassment, Bias, & Other Workplace Challenges

Industry: Property Management/Real Estate Industry

Need

A real estate private entity in Colorado sought a comprehensive training program to address issues of discrimination, harassment, and inappropriate workplace behavior. They needed a training solution that not only fulfilled compliance requirements but also fostered cultural insights to bring about meaningful change within the organization.

Solution

AAG proposed a tailored training solution called “Discrimination & Harassment Training: Connecting the Dots of Diversity, Equity, Inclusion, and Belonging.” This workshop aimed to create a respectful workplace that extended beyond legal compliance. The training covered the difference between diversity, equity, and inclusion, the role of cognitive biases in workplace discrimination and harassment, US Federal rules and regulations on inappropriate interpersonal conduct, creating a supportive environment, and developing strategies to prevent and correct harassment, discrimination, and retaliation in employment.

Results

The training solution provided by AAG empowered the client to address their need for comprehensive discrimination and harassment training. By engaging in the workshop, the organization’s employees could understand the nuances of diversity, equity, and inclusion, recognize cognitive biases in workplace behavior, and gain insights into legal regulations governing workplace conduct. The training not only met compliance requirements but also equipped participants with practical tools to create a more inclusive and respectful work environment.



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