

*Just one person speaking up can inspire others to do the same.*

## **OUCH! THAT STEREOTYPE HURTS**

### **Online Learning Experience**



#### ***Ouch! That Stereotype Hurts Online Learning Experience***

is a 30-minute individual, self-paced, guided eLearning program. Based on the ground-breaking *Ouch! That Stereotype Hurts* video, this powerful program enables learners to explore communication skills for promoting inclusion and respect in the workplace.

[Click here for an online preview](#)



#### **What does *Ouch!* do?**

In a unique and powerful way, viewers will experience the impact of stereotypical comments, explore why people don't speak up against stereotypes and other biased behaviors, and learn six techniques for speaking up without blame or guilt.

#### **Why is *Ouch!* important?**

Staying silent in the face of demeaning comments, stereotypes or bias allows these attitudes and behaviors to thrive. This undermines our ability to create an inclusive workplace where all employees are welcomed, treated with respect and able to do their best work. Yet, most employees and leaders who want to speak up don't know how. So, we say nothing.

#### ***Ouch!* eLearning Objectives:**

- Experience the impact of stereotypes and biased statements, even when causally said
- Identify the most common reasons people sit silent in the face of bias and stereotypes
- Enhance skills for speaking up against stereotypes and demeaning comments without blame or shame

#### **Key Concepts:**

- Diversity
- Inclusion
- Stereotypes
- Bias
- Silent Collusion
- Ally Behavior

#### **Skill-Building:**

- Six ways to speak up on behalf of respect

#### ***Ouch!* Online Learning Experience includes:**

- Online host who guides you through the concepts and activities
- 12-minute *Ouch!* Video
- 5-minute video-based *Speaking Up* Activity [skills reinforcement]
- Downloadable Participant Workbook [PDF]
- Learning Administrator's Guide with recommendations for connecting *Ouch!* Online Learning Experience with your other diversity & inclusion efforts and training

*The simple act of naming bias as such or objecting to it on the spot establishes a social atmosphere that discourages it; saying nothing serves to condone it.*

– Daniel Goleman, *Emotional Intelligence*

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