

Oakland County

Diversity, Equity, and Inclusion (DEI) 2025 Training Courses

Below are the courses available for 2025. For more information or to register, contact Jennifer Persons in the Oakland County DEI Office at personsj@oakgov.com or 248-858-7591.

Accessibility and Inclusion for People with Disabilities (Virtual) \$45

This course explores the principles and practices of creating accessible and inclusive environments for individuals with disabilities. Participants will gain an understanding of the social model of disability, relevant legislation, and best practices for fostering inclusivity in various settings, including workplaces, educational institutions, and public spaces. The course emphasizes the importance of removing barriers—physical, technological, and attitudinal—to ensure that everyone can participate fully and equally in society.

October 30, 2025	1:00-2:30	Virtual
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Active Strategies for Fostering a Culture of Belonging (Virtual) \$90

Belonging goes beyond tolerance or acceptance and encourages folks to think about strategic ways to cultivate a culture where everyone feels valued and respected. This workshop walks through tangible strategies for building and fostering a culture of belonging in the workplace, including empathic listening skills, addressing biases and stereotypes, responding to microaggressions, recognizing power and privilege, and other belonging best practices.

April 30, 2025	1:00-4:00	Virtual
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Addressing Bias & Microaggressions in the Workplace (Virtual) \$90

This workshop includes exploring the origins of preferences and assumptions, defining stereotypes, defining unconscious bias, understanding the different forms of bias, understanding intent vs impact, defining microaggressions, exploring examples of microaggressions, and effectively responding to microaggressions.

June 25, 2025	1:00-4:00	Virtual
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Building an Inclusive Culture (Virtual) \$90

This course focuses on fostering an inclusive workplace culture that values diversity and promotes equity among employees. Participants will learn about the importance of inclusivity, the impact of bias, and strategies for creating an environment where all individuals feel valued and empowered to contribute their best.

September 24, 2025	1:00-4:00	Virtual
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Civility and Respect in the Workplace \$90

Each one of us has a role to play in creating, maintaining, and contributing to a civil, respectful workplace. In this course, you will learn how to do your part to create a safe and considerate work environment where everyone is treated with dignity. Topics include skills for promoting open communication and dialogue to address concerns; best practices for fostering civility and respect, and how to navigate challenging situations with grace and empathy.

January 15, 2025	8:30-12:30	Executive Office Building/East Oakland Conference Room
April 3, 2025	1:00-5:00	Executive Office Building/East Oakland Conference Room
July 15, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room
November 5, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room

Courageous Conversations

\$125

This course equips leaders with the skills and tools to navigate sensitive conversations that can often be uncomfortable and provides proven approaches to address issues before they escalate and become bigger problems. In this course, participants will have the opportunity to practice raising tough issues and learn how to approach these conversations in a constructive and respectful manner.

June 17, 2025	9:00-4:00	Executive Office Building/East Oakland Conference Room
December 10, 2025	9:00-4:00	Executive Office Building/West Oakland Conference Room

Customer Service for Diverse Populations

\$90

This course helps equip employees who engage with the public with the necessary tools for courteous and informed customer interactions, deepening cultural understanding and refining interpersonal skills to thrive amid customers from various backgrounds.

February 19, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room
May 20, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room
August 14, 2025	1:00-5:00	Executive Office Building/West Oakland Conference Room
October 23, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room

Disability and Neurodiversity Inclusion (Virtual)

\$45

Neurodiversity includes many conditions, including autism spectrum disorder (ASD), attention-deficit hyperactivity disorder (ADHD), down syndrome, intellectual disabilities, mental health conditions, sensory processing disorders, and many more. This workshop helps educate participants about disabilities and neurodivergent identities, how disability and neurodiversity intersect, and how to create an inclusive workplace climate that is welcoming of people with various abilities and disabilities.

April 10, 2025	1:00-2:30	Virtual
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Empowered Teams: Fostering Equity and Psychological Safety**\$125**

In this course, leaders will learn about common barriers to equality within a team along with actionable strategies to create a work environment that embraces diversity, encourages open communication and levels the playing field for all. Participants will learn skills to facilitate team discussions that encourage equal participation, as well as ways to continually assess and improve team equality in an effort to create a psychologically safe and inclusive work environment.

February 6, 2025	9:00-4:00	North Oakland Health Center, Room 322
August 5, 2025	9:00-4:00	Executive Office Building/West Oakland Conference Room

Increasing Cultural Competency**\$90**

This course will help employees to navigate interactions with people from varied cultural backgrounds effectively, ensuring that every interaction is conducted with the utmost respect for their unique beliefs, behaviors, attitudes, values, and communication styles. Participants will learn practical tools and methods to connect with people from assorted backgrounds, including ways to acknowledge, comprehend, and show respect in a multicultural context. Ultimately, this course fosters an inclusive environment that benefits both the organization and the community it serves.

June 4, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room
December 3, 2025	8:30-12:30	Executive Office Building/West Oakland Conference Room

Leadership through a DEI&B Lens**\$90**

Strong leaders can supervise and effectively manage their teams, but Diversity, Equity, Inclusion, and Belonging (DEI&B) are also critical to leadership development. Leaders who can understand differences, create access and opportunities, and help people cultivate a strong sense of belonging within an organization can lead their teams more effectively and benefit the organization as a whole. This leadership training combines innovative approaches to leadership development and team building with critical concepts and best practices related to integrating DEI&B into the structure of the organization and the way managers work effectively with their diverse teams.

May 8, 2025	1:00 – 4:00	Virtual
October 1, 2025	1:00 – 4:00	Virtual

Mental Health First Aid**\$125**

Most of us would know how to help if we saw someone having a heart attack — we'd start CPR or call 9-1-1. But too few of us would know how to respond if we saw someone having a panic attack or showing signs of a substance use disorder. Just as CPR helps you assist an individual having a heart attack, Mental Health First Aid (MHFA) teaches you how to assist and support others who may be experiencing mental health or substance use challenge. This evidence-based, early-intervention course uses community-specific scenarios, activities and videos to teach the skills needed to recognize and respond to signs and symptoms of mental health and substance use challenges as well as how to provide initial support to someone until they are connected with appropriate professional help.

May 6, 2025	8:30-5:00	Executive Office Building/East Oakland Conference Room
December 16, 2025	8:30-5:00	Executive Office Building/East Oakland Conference Room

Moving from Bystander to Upstander (Virtual)**\$90**

This workshop will allow participants to explore the negative impact of discriminatory behaviors, feel empowered to be upstanders during incidents of bias or harassment, and implement the 4Ds of response methods that are helpful for various types of situations.

August 20, 2025	1:00-4:00	Virtual
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Valuing Diversity, Equity, Inclusion and Belonging**\$125**

Valuing diversity, equity, inclusion, and belonging (DEI&B) is not just the right thing to do, but it also helps to create a more productive, engaged, and positive workplace for all employees. In this course, participants will build awareness and understanding of different cultural perspectives, experiences, and backgrounds as well as have the opportunity to develop their skills in collaborating with diverse groups of people.

January 22, 2025	9:00-4:00	North Oakland Health Center/Room 322
April 16, 2025	9:00-4:00	Executive Office Building/West Oakland Conference Room
July 23, 2025	9:00-4:00	Executive Office Building/West Oakland Conference Room
October 14, 2025	9:00-4:00	Executive Office Building/East Oakland Conference Room