



## **MultiCultural Diversity Education & Training Services**

- MCDC systematically processes the needs of members and stakeholders and has a clear understanding of up-to-date diversity trends.
- MCDC addresses the needs of its members and stakeholders by providing the means to increase productivity and decrease cultural tension by helping to create inclusive workplaces, schools and communities.
- MCDC develops and offers cultural diversity training and education programs, providing tools that managers and diversity professionals can implement within their organizations.
- MCDC offers diversity training to corporations, state and government agencies, educational institutions and public at large with the following learning objectives:
  - ◆ Building cultural awareness – moving people beyond denial of cultural differences in organizations
  - ◆ Acceptance of cultural differences - assisting organizations and individuals to accept, value, respect and share cultural differences by introducing systemic change to organizational culture
  - ◆ Building cultural competencies – providing tools, techniques and building skills to communicate effectively across cultures
- Each training program designed and delivered by MCDC is customized to fit the organization's culture and meet the objectives of the members and/or stakeholders
- MCDC designs programs that meet the needs of members at different levels in the organization and recognizes the wide range of diversity awareness and skill levels.
- MCDC programs are highly interactive and can be full-day, half-day, or hour-long sessions, with Q & A sessions and discussion.

## **MCDC Professional Development Customized Training**

### **Learning objectives:**

- Increase your knowledge and awareness of the principals and values of diversity and inclusion in our changing communities and in our workplaces

- Teach you how your business objectives can support, and be supported by your diversity initiatives
- Help you understand how an inclusive organizational culture can influence recruitment, retention and workforce productivity
- Increase awareness and understanding about people with diverse backgrounds, including developing individuals' knowledge about cultural values, beliefs, rituals and practices, and communication styles
- Help to eliminate stereotypes which exist related to people from various cultures
- Help to look at the worlds' cultures with a new and fresh perspective in order to respond peacefully and respectfully to the dynamics of global cultural differences.
- Assist to create and implement organizational policies and practices that are respectful of all employees, including new immigrant employees.

## **What Makes MCDC Unique**

- For more than 16 years, MCDC presenters have designed and facilitated educational programs for attendees from various sectors of the workplace. They have been asked by members and stakeholders for their input in managing differences in organizations.
- Executive Director, Dr. Ghafar Lakanwal is an experienced, well known diversity practitioner, dynamic speaker and recognized consultant in building diversity processes. He is also an expert in managing workforce diversity and in the area of cross-cultural relationships. Lakanwal is a visionary, an agent for change and a knowledgeable facilitator for bridging cultural differences. He is a well respected community leader, having received numerous recognitions and awards. Dr. Lakanwal has studied, worked, lived and traveled abroad in countries around the world and has earned international credentials in the areas of cultural relations, cross-cultural communication, international economic development, program planning, and organizational development. He is fluent in German, English, Pashto and Dari (Farsi) and speaks the Russian language.
- Laurie Trousil is a Minnesota native of Czech descent who was born and raised in Alexandria. She received her Bachelor's degree from the University of Minnesota, Morris, majoring in French and International Relations. She received her Master's degree from the American University in Cairo (AUC), where she majored in political science. Laurie lived and worked in Egypt for a total of 8 years, spending five years as a supervisor of the KG-1 (Kindergarten) program at the Orouba Language School in Ma'adi, Egypt. Laurie has traveled to a total of 23 countries and has extensive knowledge of Islam as well as Middle Eastern cultures. She continues to travel annually to Egypt, where she maintains strong

relationships with her friends and former colleagues. Laurie is the current Manager of Resources and Product Development with the MultiCultural Development Center (MCDC).