



TOWARD INCLUSION, DIVERSITY, AND EQUITY WORKSHOP

There is a saying that, “A rising tide lifts all boats.” However, when it comes to race, gender, and other aspects of diversity, some boats rise with the tide, some struggle to stay above water and others run aground.

At the core of inclusion and diversity is the concept that certain groups of people are included, and others are not. For those who are included, history, policies and practices are on their side. For those who are the “others” or do not fit the norms, they must adjust or suppress their core qualities to be accepted.

bluepoint

SAMPLE COURSE AGENDA

- 1 Diversity, Inclusion, Unconscious Bias and Allyship
- 2 What is Diversity, Equity, and Inclusion?
- 3 What is Unconscious Bias?
- 4 Being an Ally - Calling In vs Calling Out
- 5 Q&A
- 6 ACTION PLANNING

To create inclusive, diverse, and equitable organizations, we need to:

- understand the origins of racism and sexism,
- explore our own lenses through which we operate personally and professionally, and
- learn, practice, and teach others how to be inclusive leaders in order to advance psychological safety on our teams.

OBJECTIVES:

Through this two-day experiential workshop, or three-hour virtual series, participants will gain an awareness and understanding of:

- the pervasiveness of bias in society and the workplace, past and present;
- their own biases, how they show up, and the impact of racial and gender socialization;
- common barriers to bridging racial and gender divides and the skills necessary for bridging them; and
- strategies to lead inclusively by calling people IN instead and calling people OUT when observing racism and sexism.

BENEFITS FOR YOUR ORGANIZATION:

- Arm your team with tools to mitigate biases in themselves and others.
- Give them the confidence and motivation to take action.
- Become a more committed and active partner in diversity efforts.
- Identify resources for supporting the work of racial and gender equity.
- Develop specific personal, professional and organizational action plans.

DELIVERY

The Toward Inclusion, Diversity & Equity Workshop is facilitated by two inclusion and diversity practitioners with diverse professional and personal experiences. The program can be delivered over a series of webinars or in-person at the client's location.

For more information contact:

Rep: _____

Phone: _____

Email: _____

