

SESSION 1: Examining Your DEI Commitment and Building Resilience

Background

The world of DEI is in overdrive and people are experiencing major shifts; personally, professionally, societally, and organizationally. DEIB awareness is spreading more rapidly than ever before with demands for change increasing. People may be experiencing their own level of conscious, unconscious or secondary trauma, making their work more difficult and often overwhelming. We often hear “I did not realize that life was so bad for (a particular group).” Trauma has always existed in the work of diversity, equity and inclusion; however, less often being recognized or addressed.

Description

In preparing for the changing landscape of DEIB work, participants must self-assess, reflect, and create sustainable self-care strategies (skills, energy management, stamina) in their DEIB work using a resilience lens. Participants will be introduced to tools for their awareness and understanding.

Objectives

- Discuss individual personal and professional DEIB experiences from this past year.
- Assess whether or not participants have had a shift in their perspectives and values around DEIB.
- Discuss of 2020-2021 may have impacted individual and/or organizational DEIB commitments.
- Introduce the Trauma Resiliency Model as a foundation for understanding, raising awareness, increasing and managing resiliency.
- Preparation and planning to engage in challenging and difficult DEIB conversations.

SESSION 2: Diversity Fatigue Revisited - A Fresh Look

Background

Many of us are experiencing dual lives. On one side we are witnessing and experiencing all the challenges associated with being human in times when our world is changing exponentially. On the other side, we serve as champions and leaders to support others who are experiencing the same challenges. This duality is further complicated by the intersectionality of the two roles and the multiple identities that each of us hold. This situation is driving diversity fatigue to new levels requiring organizations to take a pause to understand and better address how to support their employees.

Description

Participants will increase awareness of how employee fatigue is impacted due to societal changes, mixed work environments, technology and the changing conversation(s). Participants will examine the roots of traditionally defined diversity fatigue, through a resiliency lens to explore the dimensions of humanity and their intersectionality.

Objectives

- Define diversity fatigue within the current world landscape.
- Introduce *Dimensions of Humanity*.
- Discuss the intersection of multiple identities and their impact on diversity fatigue.
- Discuss how fatigue is impacting business processes/procedures and productivity
- Explore skills that reduce fatigue and increase DEIB strategies.

SESSION 3: Stereotypes, Bias and Micromessaging: Societal Dynamics that Influence

Background

Whether conscious of it or not, we bring most of who we are to the workplace, including our biases and stereotypical beliefs. Biases can emerge in the form of (micro and macro) aggressions during personal discussions, and interactions during work. Left unaddressed, biases and microaggressions negatively impact the workplace climate and culture that can erode employee engagement and their professional success.

Description

Through brave conversations, participants will explore how unconscious and conscious bias influence workplace decisions; structural dynamics in society that perpetuate stereotypes, biases, microaggressions, microinequities and microaffirmations. Participants will explore and share strategies that challenge biases that allow us to respond more effectively to microaggressions.

Objectives

- Be exposed to the concepts of unconscious and conscious bias as a normal part of the human experience.
- Explore how individual interpretation of information may be impacted by unconscious and conscious biases.
- Explore how certain people benefit and other people are penalized due to unconscious biases exhibited through microinequities and microaffirmations.
- Learn practical strategies to combat unconscious bias in personal and professional lives.
- Discover ways to approach and reduce the impact of their own implicit bias.
- Become aware of how microaggressions and micro-inequities are influenced by stereotypes and biases.

SESSION 4: Belonging: The Evolution of DEI

Background

Diversity, equity and inclusion (DEI) refers to the commitment of the organization to equitable and inclusive practices. Diversity is an integral part of organizational climate, and engagement with differences deepens the experience for all. True inclusion is difficult and requires intentionality. Everyone's voice needs to be heard throughout the fabric of the organization. Equity is fair and equal treatment with the ability to access resources without barriers. The extent of commitment of organizations to keep DEI at the core of all operations leads to an environment where employees can feel they belong.

Description

Through experiential activities and discussions, participants will explore the concept of Belonging and understand how it may be a critical missing ingredient to an organization's success in their DEI work.

Objectives

- Define Belonging.
- Explore how Belonging shows up for them personally?
- Explore how Belonging shows up in the workplace?
- Understand Leadership's Influence in creating Belonging in the workplace.
- Discuss Allyship.
- Understand your responsibility for ensuring belonging occurs in your workplace and social settings.