

DEI at Work

Horizon Point Consulting, Inc.

Groups and teams in the workplace are most engaged, productive, and effective in psychologically safe, inclusive, diverse environments. Building diverse, equitable, and inclusive teams is a critical skill for managers of people and individual contributors.

Studies have shown that a diverse and inclusive workforce supports both the growth and development of a business. If managed correctly, intercultural competency – awareness, acceptance, and respect of all walks of life – can serve as both an incentive for your human capital and a competitive advantage for your organization.

Inclusivity takes place when all team members and organizational leaders take consistent action to both acknowledge and include differences in the workplace.

This workshop highlights the importance of creating a diversity management strategy for your organization, and you should leave feeling prepared and energized to create meaningful and lasting change within your organization.

Course Objectives

- Understand definitions of diversity, equity, and inclusion
- Understand brain science of discrimination and unconscious/implicit bias
- Learn techniques to incorporate intercultural competence at work
- Learn strategies for crucial DEI conversations

Training Outline

The course follows an interactive format that caters to various learning styles and includes behavioral-based application and action planning. The workshop can be facilitated in half-day or full-day sessions.

- So...what is DEI?
 - Define diversity, equity, inclusion and opportunity
 - Define discrimination
- Brain Science
 - Why and how our brains discriminate
 - The science of bias
- Building Inclusive Teams
 - Use professional research and personal life experiences
 - Understand and implement psychological safety and the encounter model
- Intercultural Competence
 - How are we different?
 - How are we similar?
- Attitude & Allyship
 - How attitude shapes culture
 - What's an ally?

