

Facilitated Learning Series



One Step at a Time
CONSULTING

Changing Me! Changing You! Changing Us!

8-Part EDI Journey

EDI 110 - Level Series

Who should attend

Individuals attending this series are involved in one or more of the areas listed below:

- ✦ Organizations committed to creating inclusive environments and driving positive change
- ✦ Professionals such as those working in HR, team leaders, managers, and executives
- ✦ Educators, community leaders, and anyone interested in fostering belongingness

Prerequisites

Sessions in this 8-part EDI journey build upon each other in the order. While there are no prerequisites for this series, the *I Am Resilient! You Are Resilient! We Are Resilient!* series is highly recommended to prepare participants to fully engage this EDI Journey.

What this transformative series provides

From understanding the brain's role in belongingness to navigating cultural differences and conflicts, each module offers valuable insights and practical strategies for promoting diversity, equity, and inclusion. Participants explore topics such as individual biases, microaggressions, and systemic change, gaining the knowledge and tools needed to challenge inequities and create lasting impact.

Series format

This series is a learning journey that facilitates individual and organizational development; it is not training. As such, the series is best delivered with 2-4 weeks between each course. When possible, use of a cohort model provides an opportunity for deeper exploration.

What the series provides

Upon completing this series, the participant will have:

- ✦ Heard stories, theory, and strategies which support developmental growth
- ✦ Engaged in introspective personal reflection
- ✦ Participated in dialogues which support personal and organizational development
- ✦ Surfaced data points which can inform organizational change

What participants receive

Each participant receives a Participant Guidebook for post-class reference and review.

Objectives & Outline



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In this series, we will:

- ★ Discuss how our brains keep us safe and the relationship between connection and survival.
- ★ Explore concepts of belongingness and otherness.
- ★ Define equity, diversity, and inclusion and explain the relationship with belongingness.
- ★ Discuss challenges encountered in equity, diversity, and inclusion work and strategies for leaning in.
- ★ Describe automatic thinking and the unconscious mind.
- ★ Define and provide examples of implicit and explicit bias.
- ★ Examine the impacts of bias and strategies for managing individual biases.
- ★ Define and provide examples of microaggressions.
- ★ Explain the impact of microaggressions and how to interrupt them.
- ★ Define culture and discuss ways in which it shows up.
- ★ Explore the relationship between values and culture.
- ★ Examine the process of cultural proficiency.
- ★ Describe the assumption of similarity and its impacts.
- ★ List the five levels of engaging with difference.
- ★ Explain why cultural difference can lead to conflict.
- ★ Discuss how to navigate cultural conflict.
- ★ Define social systems and explore embedded inequity.
- ★ Discuss the need to approach systems change differently.
- ★ Explore how individuals can shift systems.
- ★ Recognize the larger systemic context in which inequity appears and consider reframing to affect change.
- ★ Explain what it looks like to respond as an agent of systemic organizational change and common reactions to attempts at change.

In This Series

The Brain, Survival, and Belonging

EDI 111 - 2-hr course

Introducing Equity, Diversity, & Inclusion

EDI 112 - 2-hr course

Individual Biases

EDI 113 - 2-hr course

Microaggressions

EDI 114 - 2-hr course

Cultural Awareness

EDI 115 - 2-hr course

Cultural Differences & Conflict

EDI 116 - 2-hr course

Equity and Systemic Change

EDI 117 - 4-hr course

Approaching Organizational Change

EDI 118 - 4-hr course

