

DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY (DEIA) WORKSHOP SESSION DESCRIPTIONS

The following sessions may be offered as stand-alone workshops or combined with another session to offer a more in-depth experience for particular audiences (e.g., managers/supervisors, specific teams/departments, etc.).

Considering the session topics, ADR Vantage typically provides two co-facilitators for all sessions. Our facilitators represent different identities; have deep expertise in DEIA; work together to help the audience build the skills and confidence to increase their own awareness; and have specific experience helping groups voice questions and insights they might otherwise avoid raising.

Please note that the suggested length of time for all sessions are estimates and can vary based on the audience size, your goals, the level of interactivity and the session format (in-person or virtual). Our team will work with you to help define your specific goals and make recommendations about the best length and format for the session.

DEIA ESSENTIALS FOR THE WORKPLACE: A LEARNING INTENSIVE FOR INTERRUPTING BIAS (4 hours or ½ day training)

This workshop intensive blends learning concepts from several of our most popular DEIA workshops to help individual employees and organizations ignite their passion for inclusion and move forward on their DEIA learning journey.

The session includes three core learning components:

- Current DEIA terminology and inclusive language;
- Overview of common biases and practical workplace scenarios; and
- Introduction of the ADR Vantage *PISA Model for Interrupting Workplace Bias*® – a best practices framework for recognizing, responding to, and reducing bias.

With facilitator-guided support, attendees will also participate in an interactive self-identity exploration activity and review current trends in the DEIA field that impact organizational effectiveness. Attendees walk away from this session with best practices and a better understanding of the connection between DEIA and their individual job role, as well as their organization’s mission and goals. *Sessions are typically offered to a limited number of attendees to maximize learning and engagement, unless otherwise contracted.*

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BEST PRACTICES FOR WORKPLACE INCLUSION (2.5 - 3 hours)

What's the #1 factor for team success in the workplace? You'll find out the answer to this question and much more in this engaging session! Facilitators will share the "Top Ten Best Practices for Workplace Inclusion" – from how to be a better ally to inclusive language and communication tips, to building accountability within your team, along with employee empowerment techniques for managers.

Session facilitators will discuss specific workplace scenarios and all attendees will receive and learn to use their take home copy of the ADR Vantage *Inclusion Assessment Scale*® to help implement inclusion strategies in their own workplace. This session is always an audience favorite, and many attendees rave about how they left the workshop with ideas and specific how-tos that they were able to implement right away with their team!

INTERRUPTING BIAS IN THE WORKPLACE (3 hours)

Part of building a successful approach to diversity, equity, inclusion, and accessibility (DEIA) is learning how to identify and reduce workplace bias. This interactive and thought-provoking session focuses on helping attendees understand the neuroscience behind bias. Attendees will review common examples of implicit and explicit bias; as well as other forms of exclusion and inequities that can negatively impact employee engagement, productivity, and communication.

Unlike other bias reduction trainings that tend to discuss the problems with workplace bias without offering specifics for how to combat it, this session gives participants ready-to-implement strategies for reducing the negative impacts of bias for themselves and their organization. Attendees will discuss specific workplace scenarios and learn the *PISA Model for Interrupting Workplace Bias*® – a best practices framework for recognizing, responding to, and reducing bias. This session is aimed at helping to create an environment where all employees are accepted for who they are, valued for what they offer, and invested in the success of their organization.

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CULTURAL AGILITY FOR LEADERS: A FRAMEWORK FOR INTERRUPTING BIAS IN THE WORKPLACE (3 - 4 hours, depending on number of attendees and client goals)

Today's leaders are required to go beyond basic cultural awareness and good intentions to become "culturally agile" leaders. Culturally agile leaders can more effectively anticipate and respond in times of crisis or transition and can influence positive change within their organization.

In this session, facilitators provide an overview of foundational DEIA concepts and language; discuss the neuroscience behind bias; review common examples of implicit and explicit workplace biases; and offer tips for reducing bias and its negative impact on the workplace. Attendees will also participate in interactive self-identity exploration activities, discuss specific scenarios tailored to their workplace, and learn the *PISA Model for Interrupting Workplace Bias*® – a best practices framework for leaders to recognize, respond to, and reduce bias for themselves and empower others in their workforce to do the same.

This session is specifically geared towards leaders, managers, emerging leaders, and anyone who supervises employees and/or teams.

FROM DEBATE TO DIALOGUE: NAVIGATING DEIA CONVERSATIONS AT WORK (3 hours)

Diversity has been shown to contribute to more dynamic, productive, and successful organizations. However, welcoming individual differences and addressing the changes necessary to embrace a more inclusive workplace doesn't come easy. Tensions can flare, emotions run high, and conversations may become difficult and uncomfortable. Without the right skills, workplaces face greater conflict, lower employee engagement, higher rates of turnover, and growing challenges to their DEIA efforts.

During this session, our expert facilitators help attendees gain the skills and confidence to successfully navigate difficult conversations related to DEIA. Attendees will begin to explore their own role in creating authentic DEIA conversations and learn the "3 H's of a Cultural Humility Mindset", including techniques to approach and respond during these conversations and the right way to apologize when and if, they make a mistake.

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The session closes with best practice tips for approaching DEIA conversations and resources for every attendee to continue their personal DEIA journey. *Sessions are typically offered to a limited number of attendees, to maximize learning and skills practice. *This session may be tailored for a managers/leaders-only audience to focus on developing these skills for those supervising and/or leading others in the workplace.*

LGBTQ+ INCLUSION FOR THE WORKPLACE: AWARENESS, ETIQUETTE & BEST PRACTICES (session times vary)

Although efforts have been made in recent years to advance equality for Lesbian, Gay, Bisexual, Transgender, Questioning, Queer, and additional marginalized gender and sexual identities, there are still many instances where LGBTQ+ people find themselves excluded, unwelcome, and uncomfortable in the workplace. In fact, according to the Human Rights Campaign, an average of 50% of employees report hiding their sexual orientation at work due to hostility, prejudice, discrimination, and mistreatment in the workplace. All organizations, and especially those serving and working with the public, have a vital role to play in raising awareness and creating best practices for inclusive workplaces.

During this interactive presentation, attendees will:

- become more familiar with LGBTQ+ inclusive terminology;
- develop a greater understanding of the lived experiences of LGBTQ+ individuals and the related laws that impact workplaces;
- understand the differences between sexuality and gender, explore appropriate pronoun use, and discuss terms such as sex assigned at birth, sexual orientation, gender identity, gender expression, and gender inclusive; and
- learn tips, tools, and strategies to create more welcoming and inclusive workplaces for LGBTQ+ individuals.

This session was also awarded a “Top 10 Presentation” at the annual conference of the International Society for Human Resources Management™ (SHRM)!

This session typically accommodates larger training or conference-sized audiences and can be delivered in presentation style format (60-90 minutes) or as a longer workshop with interactive practice scenarios and small group breakouts (2 to 3 hours).

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UNDERSTANDING RACE & HOW TO TALK ABOUT IT (3 hours)

Just the thought of talking about race in America can make many people feel nervous, uncomfortable, overwhelmed, and even hopeless. Yet, race, racial identity, and racism shapes every aspect of our society, including our workplaces. In this guided discussion-style session, facilitators offer an overview on the history of race and racism in America and specifically discuss some factors leading to the current state of Black America.

The session includes opportunities for participants to discuss, reflect, and ask questions to promote deeper thinking on how this topic relates to their organization's DEIA goals and offers best practices for participating in discussions on race that focus on building trust to discuss difficult topics using the "learned bravery" approach to dialogue.

DELIVERY & PRICING

All above sessions are available for in-person or virtual delivery, pricing may vary.

ADR Vantage offers discounted rates when purchasing multiple sessions.

Contact workbetter@advantage.com for more information.