

# DEI DIALOGUES

Engaging

Insightful

Inclusive

## CREATING CULTURES OF BELONGING

... one conversation at a time

### Why this program?

Research shows that feeling excluded at work, is accompanied by a 25% drop in productivity, whereas feeling included creates an 83% increase in motivation. **Belonging matters.** When people feel seen and heard they come through for their customers, their colleagues and the company.

Belonging is a function of inclusive behaviours and allyship in action. It is more than a belief in equality; it is the every day **behaviours** that **create equality**.

Many organisations focus on getting the policies right, but forget the power and pull of the current culture to keep the status quo in place. Daily practices must be challenged and changed if true belonging is to flourish.

This program equips leaders and champions to be **better agents for change**, by educating and empowering them to lean into the moments that matter and make a real difference. It provides clarity about concepts and frameworks and the courage to risk the danger of getting it wrong.

**“If you’re not actively including, you are probably accidentally excluding.” - Heidi Grant, PhD**



### Anneli Blundell

Gender Equity Expert

AITD's L&D professional of the year, 2021

A multi award-winning professional, Anneli's passion for decoding people and performance dynamics makes her a sought-after speaker, mentor and gender equality expert.

Anneli brings her gender advocacy to individuals and organisations, creating safe spaces to explore the issues and opportunities of inclusion, belonging and allyship in practical and profound ways.

## PROGRAM DETAILS

- 1/2 day virtual workshop
- A participant workbook
- Additional resources - access to videos, articles, summaries etc

## NEXT STEPS

- Contact us to discuss how this program can support your organisation today
- M: 0423 023 032
- E: [ab@anneliblundell.com](mailto:ab@anneliblundell.com)
- W: [www.anneliblundell.com](http://www.anneliblundell.com)

*AnneliBlundell*  
people whisperer

## What's involved?

Diversity, Equity, Inclusion dialogues is an immersive program built around **conversation** and **personal exploration**.

Founded on adult learning principles this program invites participants to **cultivate curiosity** about human biases and blinkered behaviours. It explores the courage required to navigate political correctness and the shifting expectations of inclusion at work and invites us to challenge the assumptions, expectations and political structures that hold inequity in place.

This is not a tick-the-box exercise, but rather a daring foray into the heart of what it means to be human; To be seen, to be heard and to feel important.

## The program covers:

### Belonging:

- Why inclusion matters and the real cost of exclusion

### Barriers:

- The role of privilege and power and why it's so hard to accept

### Allyship in action:

- How to be an ally in the moment, regardless of role, rank or title

### Imperfect allyship:

- How to learn as you go and move from clunky to courageous, even when it's uncomfortable

## WHAT OTHER PARTICIPANTS HAVE SAID

*"Thought provoking, insightful, team building. A fun workshop. Great host, created a safe space to share ideas. Highly recommended." ~ T. Walsh*

*"Anneli was amazing in her delivery. Her stories were insightful and I really learnt a lot in the session. The topics raised were relevant and really opened my eyes on how we can all be more inclusive and diverse." ~ S. Lo*

*"This was a really great, thought provoking workshop where I felt really engaged. It provided me with some easy to remember, useful ideas and tips on how I can continue to learn and practice being an ally for D&I." ~ G. Johnson*