

Strategic Diversity Initiatives

Training. Consulting. Direction.

CORE WORKSHOPS

Beyond Diversity 101: Micro-inequities, Implicit Bias, and Moving toward Equity

Many of us have been involved with diversity training that focuses on cultural difference and respecting all perspectives. While this is a good start, we cannot move toward true equity in our workplaces, organizations, and personal relationships until we address historical and institutional inequality. In order to address the myriad ways that certain people are marginalized based on social identities such as race, gender, disability, religion, class, sexual orientation, etc, every one of us needs to understand our own identities, how we all demonstrate bias that is often unconscious, and how we are all capable of moving toward equity.

Universal Design in Mind: Inclusive Program Development and Communication

Workplaces and organizations want their services and programs to be high quality, accessible, and inclusive. Yet we often unintentionally design in ways that create barriers, promote exclusion, and lessen quality. Universal design principles and practices can be used to design our programs and services - and communicate about those programs and services - in ways that help us achieve our goals.

Creating an Inclusive Organization: Addressing Conflict and Building Authentic Dialogue

Many of us desire workplaces and organizations that are welcoming and inclusive and also free from conflict. But these two desires can be at odds. Creating truly equitable and inclusive spaces requires us to openly and authentically address conflict and not shy away from discussions that can be difficult, complex, and even scary. In this workshop, we address common challenges in talking openly about disability, religion, gender, race, sexual orientation, class, and other social identities and practice having authentic conversations around difficult topics.

Leading on Equity: How Leaders Take Risks, Model Inclusion, and Share Vision

Workplaces and organizations wanting to move toward equity and inclusion must encourage leadership at every level. However, it can be challenging to develop leaders and leadership in today's polarized social climate and with so many demands on people's time. In this workshop, we explore how we can move from the hierarchical view of leadership, involving power, position, and authority, to a framework of everyday leadership where we can all lead on equity and inclusion in ways that reflect our identities, abilities, and capacity.

ADDITIONAL WORKSHOPS

Advancing Racial Equity: History, Context, Privilege

Racial equity efforts are gaining momentum across many aspects of society, including in corporate, governmental, non-profit, educational, and faith community settings. Undertaking substantive and effective change around institutional and personal racism requires an understanding of the history and context of race in the U. S. This workshop provides the history and context necessary for recognizing white privilege, challenging racism, and advancing racial equity.

Addressing Disability and Increasing Access

Many organizations are relatively new to understanding “disability” as an equity and diversity issue. But people with disabilities often face physical, programmatic, informational, and, especially, attitudinal barriers that limit their opportunities and access. In this workshop, we address the specific stereotypes and myths that surround disability and explore what it means to act as an ally in various contexts, thus increasing access for all.

Behind the Letters: Understanding LGBTQIA Identities

Diversity and inclusion efforts are increasingly addressing issues of gender identity and sexual orientation, requiring education around lesbian, gay, bisexual, transgender, queer, intersex, and asexual identities and communities. In this workshop, we create opportunities to learn about the similarities and differences between these identities, how LGBTQIA individuals and communities are affected by stereotypes and bias, and what it means to be an ally around gender identity and sexual orientation.

Hierarchies all Around: Addressing Class, Socioeconomic Status (SES), and Rank

Our society and its institutions often mask the hierarchies that affect our lives. Whether based on social class, title/rank, access to financial resources, and/or education level, where you land in these hierarchies can have a profound impact on your opportunities, level of respect, and material conditions. This workshop helps organizations and institutions understand how social class and socioeconomic status can affect their clients, members, patients, students, and employees - and how they can work against unnecessary hierarchies, allowing them to function both more equitably and more effectively.

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Religion, Spirituality, and Meaning-Making in a Public Context

Religion and spirituality have played an important role in the shaping of modern U.S. society, and many Americans consider religion and spirituality to be important parts of their identities. But because our Constitution guarantees both freedom of religious expression and freedom from state-sponsored religion, in public contexts we often fall on the side of not talking about religion and spirituality at all. In this workshop, we address the history and context of religion and spirituality in the U.S., how these social identities relate to diversity and inclusion work, and how it is possible - and necessary - to talk openly about religious and spiritual identities and even differences - if we are to create an inclusive and affirming workplace.

Still Work to Do: Women, Sexism, and Gender Equity

It is a common misconception that women have won full equality in the workplace and in the home. But data suggest otherwise. A persistent pay gap exists between men and women and grows even wider for women of color and Native women. Domestic and sexual violence continue to be deeply-rooted social problems disproportionately affecting women. And the “second shift” of caring for family members and the home continues to fall primarily on women. In this workshop, we address these challenges and offer strategies for achieving true gender equity.

Critical Connections: Emotional Intelligence and Social Justice

Many organizations now recognize that the “soft skills” involved in working with an increasingly diverse workforce are, in fact, not soft at all. On the contrary, these skills are crucial to an organization’s success. In a society growing increasingly diverse, complex, and polarized, organizations depend on employees with well-developed emotional intelligence skills, allowing them to work effectively in multiple settings and across diverse identities. In this workshop, we explore the often-missed connection between diversity, social justice, and emotional intelligence.



Understanding and Challenging Implicit Bias in Decision-Making

Scholars and researchers continue to demonstrate that we all carry implicit bias involving social identities like race, gender, disability, sexual orientation, class, and religion, among others. This unconscious bias can work against an organization's stated diversity goals, affecting everything from hiring and admissions decisions to how staff work with clients, patients, the larger community, and each other. This workshop addresses what we've learned, and how we can use this knowledge to challenge implicit bias in all our decisions.

Teaching with a Social Justice Lens

Whatever the age, content, or context involved, we can always teach with a commitment to inclusion and equity. This workshop addresses how a social justice lens affects both what we teach and how we teach, and it will address how we understand ourselves as both authority figures and learners alongside our students.

Facilitating Social Justice Conversations: Building Skills & Knowledge

Strong group facilitation requires the ability to listen, provide feedback, and redirect when necessary. But facilitating successful discussions around social justice issues can require additional skills and knowledge. In this workshop, we address the common challenges involved in these discussions and offer strategies for reframing biased perspectives while maintaining an open and respectful learning environment. Participants will have opportunities throughout the workshop to practice their facilitation skills.

Train-the-Trainer

Learn to deliver the curriculum of any of the Strategic Diversity Initiatives workshops within your organization. If you are looking to build capacity and offer workshops about any of the topics listed here, we offer train the trainer programs.

**Customized workshops
are available**

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