



Current Summary
Workplace Diversity, Inclusion & Equity Offerings

SESSION TITLE	SUMMARY
	Introductory, Intermediate and Advanced Sessions
Exploring Diversity and Individual Differences	<p>In this session we discuss Diversity and Inclusion as a means to increase workplace camaraderie and productivity by: reviewing the benefits of a multi-cultural environment; presenting tools that help participants recognize and appreciate the unique characteristics of others; and, discussing communication as a means to build trust and improve one’s ability to approach diversity issues in a respectful and productive manner. (Introductory: 4 and 8-hour sessions)</p>
Valuing Generational Difference	<p>An experiential session which looks at generations currently in many workplaces, from the "Silent Generation" born 1925-1942 to "Gen Z" born 1995-present and the challenges they face working together. Values, ideologies and other factors from the decade in which they were born that influences their world view and impact behaviors are investigated. (Intermediate: 4-hour session).</p>
Quality Customer Service for Increasingly Diverse Populations	<p>In this session we review the definition of Customer Service, who your customers are, and how your own assumptions about cultural differences can limit your ability to: (1) understand the needs and norms of your increasingly diverse customer population, and (2) avoid and deescalate conflicts. (Introductory-Intermediate: 4-hour session).</p>
Culture, Conflict and Communication	<p>A discussion-oriented session focusing on Culture, Communication and Conflict and how, through increased knowledge in each of these areas, effective cross cultural and intercultural communication is achieved. Cultural Awareness and Competencies. A highly interactive dialogue-oriented session focusing on identifying the stereotypes held by individuals across cultures, generations, ethnicities, genders, etc. and the competencies required to relate more effectively. (Intermediate: 4-hour session).</p>

<p>Driving Awareness & Transformational Change Through the Lens of a Racialized History</p>	<p>Metro Detroit’s long history of racial segregation has and continues to impact people and systems, manifesting itself in individual ignorance, bias and hate along with exclusion and inequality in our communities and organizations. Knowledge of this history is critical to creating a strategy to stop the harm and oppression experienced by our neighbors and coworkers because of their racial identity.</p> <p>(Introductory – Intermediate: 2-4 hour session)</p>

<p>Business Case for Diversity and Inclusion</p>	<p>An interactive session that includes a brief history of diversity in the workplace and its continued evolution. It explores communication models, cultural identity, language, and how “othering” shapes perception. This session also includes small group exercises and selfawareness exercises.</p> <p>Today businesses are employing more underrepresented groups than ever before. This trend reflects and overall effort by leading corporations to both diversify the workplace and reach out to an increasingly varied marketplace. The business case for diversity, equity & inclusion is related to growth in market share and the ROI for companies. Typically, companies and organizations with best in class DEI programs and leadership prove a better ROI and outperform in the stock market than those without trend reflects an overall effort in leading corporations to both diversity the workforce.</p> <p>The benefits of having a diverse employee base – in race, ethnicity, gender, ability, age, religion, veteran status, workstyles and experience – include becoming an employer of choice, enhanced creativity, and increased idea generation. A diverse employee base brings more knowledge, perspectives, and experience to the company, helping it appeal to an increasingly global customer base. Better ideas also ensure an organization’s survival in a highly competitive business environment.</p> <ul style="list-style-type: none"> • Attract & retain the best talent • Foster creativity & innovation • Grow market share and enter new markets • Improve profitability & return on capital for shareholders • Improved corporate brand & reputation (Introductory: 4-hour session).
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<p>Difficult Conversations & Effective Outcomes</p>	<p>As the world becomes increasing smaller and diversity of culture, gender, and thought become and every increasing necessary, handling difficult conversation in the workplace can be challenging without the right tools. Difficult and uncomfortable conversations require thoughtfulness, skill, empathy, and it also requires the courage to go ahead and do it. In this session we create role playing exercises for experiential learning and skill building on how to manage difficult conversations through a series of steps and thoughtful intention. Additionally, using case studies we incorporate small group discussions to think strategically and collectively around the best-case scenarios for your organization.</p> <p>(Advanced: 4-hour session tailored for intact groups).</p>
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<p>Creating an Organizational Culture of Acceptance and Inclusion</p>	<p>In this session, we will review the eight ways we think your organization create, sustain and grow your DEI initiative. You’ve heard the phrase, “Lead by Example”, it always starts with leadership. We will examine ways to create engagement, check the pulse of the organization, look for and create educational opportunities for employees at every level, and create opportunities to include local communities. This interactive session will get you thinking about your current DEI strategies.</p> <p>(Introductory-Intermediate 2 or 4 hours)</p>
<p>Historical Review of Racism: A path to inclusion and equity</p>	<p>This session is complimented with Michigan Roundtable’s traveling exhibit “We don’t want them: The History of Race & Housing in Metro Detroit.” The participants in the session will experience a visual narrative of racial segregation and its continued impact on the metro Detroit area since the Great Migration in the early 20th century. It will also show how this narrative continues to be played out throughout the country through structural and institution policies that directly affect access to opportunity for communities of color. This session will build on how racism is more than individual behavior but also a system of institutions and a philosophical awareness of American exceptionalism. This highly interactive and engaging experience will include storytelling, and small group interaction.</p> <p>(Introductory: 4-hour session).</p>
<p>A Deeper Look at Implicit Bias & Microaggressions</p>	<p>It is essential to look at our mindset and our behaviors to build a diverse and inclusive environment that respects and values differences. When we understand how biases influence our behavior, we act to create an inclusive culture – one where everyone can contribute, innovate, and provide solutions that customers value. In this session we will define implicit bias and microaggression in the workplace. We will look at how verbal and non-verbal communication informs how we engage each other and the intentional or unintentional outcomes. This session is interactive including several exercises.</p> <p>Implicit bias is a natural, unavoidable part of our brain function; however, through acknowledgement and understanding of its presence, implicit bias can be distinguished from prejudice. John Powell, director of the Hass Institute, explains that, implicit bias, itself, is not static. The attitudes and stereotypes we have learned through media and learned experiences are social in nature and likely to evolve. Implicit bias is experienced on an individual basis, but also influences society on an institutional basis. Daring to engage in that social experiment is key and willingness to address systemic inequities could lead to a very different, truly inclusive world.</p> <p>(Intermediate: 4-hour session).</p>
<p>Cultural Competency</p>	<p>Cultural competence is an essential skill in decreasing disparities and managing bias in the workplace and in communities.</p> <p>Developing an understanding of cultural competence can improve engagement, customer and client relationships and impact the bottom. This is a very interactive session (Intermediate: 4-hour session)</p>

<p>The Intersectionality of Culture, Race & Gender</p>	<p>This workshop examines how the social attributes of race, culture, and gender do not exist as single stand-alone issues. The political, personal realities and the construct of individuality are much more complex regarding privilege and oppression. This session explores how intersectionality impacts employee interaction and their ability to bring their whole self to the work place.</p> <p>(Intermediate 3 hours)</p>
<p>The DNA of DEI (Diversity, Equity & Inclusion)</p>	<p>This session will explore the traditional areas of diversity and the impact of that diversity in the workplace. Race, Religion, Veterans, Gender, Sexual Orientation, Generations, Ethnicity, Physical Ability, and Thinking Style.</p> <p>As part of the session you will delve into the nine (9) to broaden the scope of understanding about there unique differences through a series of activities and small group discussion.</p> <p>(Introductory 3 hours)</p>
<p>Facing Fragility: Obstacles to Inclusion & Equity</p>	<p>White Fragility – what it is and why it’s dangerous to people of color. An overview of key concepts developed by researcher Robin DiAngelo and engagement with participants in reflection and sharing.</p> <p>(Advanced 3 hours)</p>