THE PEOPLE COMPANY
CONSULTING GROUP

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THE PEOPLE COMPANY CONSULTING GROUP TRAINING PHILOSOPHY

The People Company Consulting Group's training philosophy is to meet participants where they are and build understanding from that point. Our strategy involves imparting new information, challenging current assumptions, and enhancing participants' everyday truths and insights, enabling personal and professional growth. While our training may cause some discomfort and require self-study and analysis, we never want participants to leave feeling discouraged, ashamed, or angry. We strive to encourage participants to better understand themselves and discover how their perspectives, decision-making, and actions affect workplace relationships and success. We aim to help individuals become bridge builders and professionals who prioritize inclusion. We achieve this by offering high-quality, content-rich workshops that educate, energize, and engage while fostering a safe space for self-reflection, discussion, and questioning.

Training and education discussed across multiple meetings, with strategies practiced in between sessions, serve as an effective delivery method. When combined with intermittent workshops, this approach creates solid opportunities to integrate new learnings into the organizational culture. Holding monthly, bi-monthly, or quarterly sessions, alongside workshops.

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2025 TRAINING COURSE OFFERINGS

Note: Courses can be adapted or combined for 1-hour, 1.5-hour, or 2-hour sessions, ½ day workshops (3 hours), or Full day workshops (6 hours).

1. **Age, Relevance & Workplace Effectiveness**
   Explore the differences among Traditionalists, Baby Boomers, Generation Xers, Millennials, Gen Z, and Gen Alpha. Participants will learn how these factors influence workplace motivation, values, expectations, and success. We will also discuss strategies for effective communication, collaboration, remaining relevant, and gaining credibility in the workplace, irrespective of age.

2. **Assessing Organizational Racism and Advocating for Anti-Racist Workspaces**
   Creating and supporting teams with diverse skills, knowledge, backgrounds, and experiences is essential for developing vibrant workplaces that value people and their journeys while leveraging their talents. Yet, some workplaces still experience disruptions caused by racism, which affects employee engagement, belonging, collaboration, innovation, and productivity. Over time and with intention, organizations, like individuals, can evolve to become anti-racist. This evolution begins with assessing the organizational culture to gain a comprehensive understanding of how racism and oppression operate. In this session, we will explore evaluative tools to determine how racism manifests in your organization. From decision-making and budgeting to accountability and power, you will have the opportunity to reflect on your work environment and learn ways to advocate for the necessary changes that can transform individuals, teams, and organizations.

   Learning Objectives
   - Learn stages of anti-racism organizational development
   - Examine an anti-racism organizational assessment framework
   - Discover the effectiveness of change teams and caucuses in advocating for anti-racist workspaces
   - Assess Yourself – Understand the ways you may be helping or hindering your organization on its anti-racism journey

3. **Beyond Inclusion: Engineering a Culture of Belonging**
   In a time of rapid evolution in Diversity, Equity, and Inclusion (DEI), we must move beyond

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Advancing **Equity,**
Cultivating **Inclusion.**

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traditional approaches to foster a workplace culture where belonging is prioritized. Join us for *"Beyond Inclusion: Engineering a Culture of Belonging,"* an innovative workshop aimed at DEI and HR leaders eager to reinvent their strategies for 2025 and beyond.

In this immersive session, you will explore innovative tools, insights, and actionable strategies to transform your DEI efforts into powerful catalysts for fostering belonging and driving business success. Through deep reflection, engaging discussions, and hands-on activities, you will leave equipped to lead the next wave of DEI leadership in your organization.

Key Takeaways:
- Reengineer your DEI strategies to focus on belonging and inclusion.
- Explore tools for fostering an inclusive and innovative workplace culture.
- Learn how to build a sense of belonging that drives long-term success.
- Connect with like-minded leaders and share insights on the future of DEI.

Be at the forefront of the DEI evolution and be ready to lead your organization into a new era of belonging and innovation!

4. Breaking Bias: Understanding and Overcoming Confirmation & Institutional Bias
   This workshop explores confirmation bias (individual-level bias) and institutional bias (systemic bias within organizations), equipping participants with strategies to recognize and mitigate their effects in workplace decisions, policies, and culture.

   By the end of this workshop, participants will:
   - Understand confirmation bias and how it shapes perceptions and decision-making.
   - Recognize institutional bias and its impact on workplace policies, systems, and culture.
   - Explore real-world case studies of biases affecting hiring, promotions, and organizational culture.
   - Learn practical strategies to mitigate biases at both the individual and institutional levels.
   - Develop an action plan for fostering a more inclusive and equitable workplace.

5. Building a Culture of Appreciation and Inclusion at Work

Appreciation and inclusion significantly contribute to creating innovative, collaborative, and productive teams in the workplace. The most effective teams and leaders understand the importance of recognizing the achievements of their colleagues. Your team's ability to manage differences largely depends on the example and standards you establish. The path forward starts with you and how open and proactive you are in fostering healthy, diverse, and inclusive environments and teams. In this session, we will share strategies for communicating authentic appreciation and meaningfully demonstrating inclusion to your coworkers. You'll gain tips to enhance organizational productivity, job satisfaction, engagement, loyalty, and both physical and mental health in your workplace.

Learning objectives:
- Learn what appreciation and inclusion mean in the workplace
- Understand how to build an appreciation culture at work
- Practice techniques for becoming a more inclusive leader.

6. **Building A Culture of Collaboration**
In this session, participants will explore key concepts to develop the ability to create collaborative teams. The session will also equip participants with strategies and techniques for creating synergy in building and maintaining instrumental relationships with and support team members. Emphasis will be placed on strategies for inclusive collaboration with individuals, groups, and key decision-makers to align team-building initiatives effectively with goal achievement.

Learning Objectives:
- Understanding Your Culture
- Diversity, Inclusion, and Making Room for One More
- Principles of Collaborative Leadership
- Conscious Collaboration: How Your Cultural Beliefs and Values Impact Collaboration

7. **Cultural Alignment & Engaging Your Diverse Team**
Culture is the foundation of an organization. It guides the shared understanding of how you function. Learn the significance of an engaging culture and ensure your entire organization is plugged in to maximize overall team effectiveness, success, excitement, and commitment.

Participants will walk away with a means to assess their organizational culture and a basis for improving team engagement, especially among diverse team members.

8. Culture Up: Improve Your Latinx Cultural Fluency
This workshop aims to enhance cultural understanding by exploring the importance of cultural competence, reviewing the stages of cultural awareness, and examining aspects of Hispanic/Latino culture. We will discuss how culture, values, and bias affect relationships, and participants will leave with strategies to improve competence and address bias.

Learning Objectives
- Explore Culture and Values
- Identify basic concepts of Cultural Awareness
- Define Unconscious Bias
- Understand the US Latinx/Hispanic population demographics
- Understand the complexities of diverse Latinx/Hispanic populations.

9. Cultivating Cultural Competence: Building Bridges of Understanding
"Cultivating Cultural Competence: Building Bridges of Understanding" is a dynamic and interactive training that empowers participants to engage more effectively with enhanced cultural competence. Through exercises, scenario analysis, and practical tools, participants will explore intersectionality, pronoun use, race, gender identity, collaboration across differences, bringing their whole selves to work, and assuming positive intent. This session aims to foster a deeper understanding of cultural diversity, promote inclusive practices, and equip participants with the skills needed to engage with one another empathetically, respectfully, and with cultural competence.

Key Takeaways:
- **Understanding Cultural Competence:** Participants will understand the significance of cultural competence in fostering inclusive environments and identify the personal and professional advantages of cultivating cultural competence skills.

- **Intersectionality Awareness:** Participants will gain insights into intersectionality and its effects

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on individuals' experiences. They will recognize the complexity of multiple identities and the necessity for inclusive practices that consider intersecting dimensions of diversity.

- **Pronoun Use and Gender Inclusivity:** Participants will understand the importance of using correct pronouns and embracing gender-inclusive language. They will practice using pronouns with respect and examine strategies for fostering gender-inclusive environments.

- **Bringing Your Whole Self to Work:** Participants will grasp the significance of authenticity and psychological safety within the workplace. They will examine personal values, identities, and self-expression, and formulate strategies to foster an inclusive work environment that celebrates individuality.

Participants will learn practical tools to develop their cultural competence beyond the workshop. They will acquire tools and resources to foster inclusive practices, challenge biases, and create an environment where every person feels supported and valued at work.

10. DEI for Non-Profits in a Post-Affirmative Action Climate

This workshop will explore the intricacies of fostering diversity, equity, and inclusion in the contemporary non-profit landscape. Delving into the challenges and opportunities of a post-affirmative Action era, it will highlight essential insights and actionable strategies for nonprofits aiming to thrive in a socially conscious environment. Through engaging stories, real-world examples, and thought-provoking discussions, participants will gain a profound understanding of the evolving DEI landscape and leave inspired to lead their organizations toward a more inclusive future.

Key insights:
- **Navigate the Evolving DEI Landscape:** Understand the current state of DEI in non-profits after affirmative Action, exploring shifts in societal expectations and organizational responses.

- **Adapt DEI Strategies for Non-Profit Success: Discover how** to adapt and implement DEI

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strategies specifically designed for the unique challenges and goals of non-profit organizations.

- **Cultivate Inclusive Leadership:** Examine the significance of diverse leadership in non-profits and uncover strategies for identifying, nurturing, and empowering diverse leaders.

- **Embed Equity in Organizational Practices:** Acquire practical insights for advancing fairness and equity across all non-profit operations, ranging from hiring to program implementation.

- **Galvanize Stakeholder Engagement in DEI Initiatives:** Acquire strategies to engage and mobilize staff, volunteers, and the community in collaborative DEI efforts, fostering a culture of inclusivity and belonging.

11. DEIB 2025: Reflect, Reset, Relaunch

As workplaces and industries continue to evolve, so too must our approach to Diversity, Equity, Inclusion, and Belonging (DEIB). This one-hour presentation provides a strategic framework for assessing current DEIB efforts, realigning priorities, and implementing sustainable actions that foster a genuinely inclusive culture in 2025 and beyond.

Key Objectives:
- Reflect – Evaluate the impact of current DEIB initiatives, recognizing successes and identifying areas for improvement.
- Reset – Align DEIB strategies with emerging trends, research, and industry best practices to ensure relevance and effectiveness.
- Relaunch – Develop a clear roadmap with actionable steps to drive meaningful, measurable change.

12. Dimensions of Diversity and Inclusion

Diversity is defined as the presence of individuals with varying experiences, identities, and perspectives. Inclusion involves creating an environment characterized by involvement, respect, and connection, leveraging a wealth of ideas, backgrounds, and perspectives to generate value. In

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this 2-hour workshop, we will examine a multi-level framework to understand how diversity and inclusion impact our decision-making, relationship-building, and daily problem-solving at work and in life.

Participants will:
- Learn how culture and values affect diversity and inclusion. Explore the meaning of diversity and inclusion
- Examine the dimensions of diversity and inclusion. Discover the impact of exclusion
- Determine their contribution to creating a culture of inclusion in work.

13. Diversity & Inclusion Initiatives – Where to Begin in Your Organization

Diversity and inclusion have been hot topics in the corporate world for several years — and are even more pressing subjects of conversation for many organizations. Numerous conferences, panels, meetups, blogs, and "top reasons why" lists focus on various aspects of diversity and inclusion, including how to implement it and where to begin. National political and social discussions, along with a few unfortunate scandals at companies like Starbucks and Google, are prompting organizations, large and small, to examine what diversity and inclusion means for their clients, employees, and communities.

In this session, we'll discuss strategies and considerations for building your diversity and inclusion initiative, as well as best practices, considerations, easy tips, and common pitfalls to avoid. Bring your questions and ideas. We'll learn, discuss, and explore what may make sense for your organizational culture.

14. The Double Bind: Trials of Women in Leadership

In work settings, men are often associated with "take charge" roles, while women are linked to "take care" roles. People are stereotyped regarding leadership expectations, roles, and responsibilities. When women demonstrate behaviors typically associated with men or defy conventional expectations of femininity, they face a double bind, where they may be seen as competent or possessing nontraditional leadership qualities but are not necessarily viewed as credible or likable. Many women in leadership positions encounter this prevalent dilemma: If they are strong and assertive, they are often perceived as domineering and abrasive; if they lack

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assertiveness, they are seen as weak and tentative, complicating their ability to gain support within the organization. In this workshop, we will explore the "double bind" and identify strategies to address it.

Objectives
- Understand the double bind and how it affects women in leadership
- Uncover strategies to navigate participant work environments
- Learn ways to self-assess and mitigate participants' experience of double bind.

15. Embracing Neurodiversity in the Workplace: Understanding, Supporting, and Thriving Together

Neurodiversity—the natural variation in human brains—includes conditions such as autism spectrum disorder (ASD), ADHD, dyslexia, and other cognitive differences. A neuroinclusive workplace fosters innovation, improves problem-solving, and enhances overall well-being.

This interactive workshop equips participants with a foundational understanding of neurodiversity, examines common workplace challenges, and provides actionable strategies for fostering a more inclusive and supportive environment. Through discussions, case studies, and practical tools, attendees will discover ways to embrace neurodivergent talent and cultivate a culture of belonging.

By the end of this workshop, participants will be able to:
- Define Neurodiversity & Its Impact
- Identify Common Strengths & Challenges
- Apply Inclusive Communication Strategies
- Implement Accommodations & Supportive Practices
- Champion a Neuroinclusive Culture

Key Accommodations for Virtual Delivery:
- Pre-Workshop Preparation: Provide Clear agendas, structured materials, and multiple format options (text, video, audio) shared in advance.
- Accessible & Flexible Engagement – Closed captions, transcripts, chat participation, and

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optional breakout rooms to accommodate different learning styles.

- Sensory Considerations – High-contrast slides, minimal visual distractions, and scheduled breaks to reduce cognitive overload.
- Inclusive Communication – Clear, structured language, written reinforcement of key points, and multiple engagement methods (chat, polls, or reactions).
- Post-Workshop Support –Key takeaways in multiple formats, and follow-up opportunities.

16. Effective and Inclusive Fundraising

Explore fundraising practices and assess cultural competency to engage diverse populations that may support nonprofits. Gain insights from " Diversity in Giving, " an analysis of the giving habits and priorities of African American, Asian, and Latinx/Hispanic donors, and discover how the findings can help organizations pursue a more inclusive and effective fundraising strategy.

This session will explore current fundraising practices and examine their cultural competency to reach diverse populations who might enthusiastically support nonprofits. Gain insights from the Diversity in Giving study, which analyzes the giving habits and priorities of African-American, Asian, and Latinx/Hispanic donors, and learn how the findings can guide your organization toward a more inclusive and effective fundraising approach. Develop one to three actionable strategies to implement within the next 12 months. The session will involve a review of polls from African-Americans, Asians, and Latinx/Hispanic donors, and will include sharing from attendees and breakout group discussions. The goal is for participants to leave with a better understanding of the factors affecting giving among diverse populations and to grasp the considerations that will inform and enhance fundraising campaigns aimed at the broader donor community. Additionally, each participant will be challenged to rethink key performance indicators regarding reach and retention in fundraising, and to develop targeted marketing and strategic ideas to increase donor participation among diverse groups.

Learning Objectives:
- Learn the imperative for inclusive fundraising
- Explore the significance of intentionality, relevance, and asking.
- Explore the donor habits of African American, Asian, and Latinx donors.

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17. Engaging in Sensitive Conversations and Handling Pushback

Engaging in uncomfortable conversations can be challenging. According to McKinsey & Company regarding barriers to inclusive workplaces, four out of ten racial or ethnic minority employees felt at least slightly uncomfortable discussing identity-related issues at work. Employees were uncertain how their colleagues would respond and worried about being seen as different. To be truly inclusive, organizations should prioritize the psychological safety of all employees by creating opportunities to develop inclusive conversation skills that foster respectful and effective discussions on sometimes sensitive topics such as race, equity, inclusion, and diversity, along with managing the pushback that may arise during these dialogues. We will explore the importance of vision casting and listening to understand others' perspectives. Our aim is to help participants recognize their role in advancing an organization's anti-racist, diversity, inclusion, and equity goals.

Participants in this session will:
- Discuss the importance of connecting organizational and personal values as the guide to why these conversations are essential.
- Learn steps to creating a safe space for open dialogue
- Strategies for having difficult or uncomfortable discussions about race.

18. Exploring Culture, Identity, and Intersectionality

Through thought-provoking self-assessments and dynamic group discussions, participants will deepen their understanding of culture, identity, intersectionality, inclusion, collaboration, dignity, and respect.

Learning Objectives:
- Discuss Culture, Identity, and Intersectionality
- Explore Gender and Sexuality
- Define Inclusion
- Investigate the Culture and Collaboration connection
- Understand the value of Dignity and Respect

19. How Culture & Experience Influence Our Collaboration and Communication

This session examines the influence of culture and values in the workplace, practices for effective

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cross-cultural collaboration and communication, strategies for developing cultural competence, the significance of dignity and respect, the effects of collaborative leadership, and the power of active listening. Participants investigate these topics through self-assessment, discussions, and scenario analysis.

20. **How To Talk About Race at Work**
Workplace conversations about race can be challenging. Even with the best intentions and a sincere willingness to listen and understand, discussing racism can be uncomfortable. Instead of avoiding these necessary discussions, we can learn to engage in productive conversations about race, racism, and racial equity. We can create brave, bold, and safe spaces to ask questions, share experiences, make commitments, co-create solutions, hold ourselves accountable, and establish authentic, measurable, and lasting impact.

Participants in this session will:
- Understand the importance of establishing guidelines for having conversations about race
- Learn a framework for having organizational or one-on-one conversations about race
- Terminology to understand when talking about race
- Questions and discussion starters for conversations on race in the workplace

21. **Impacting Diversity, Equity, Inclusion and Anti-Racism: Five Focus Areas for Individuals and Small Businesses**
Diversity, equity, inclusion, and anti-racism (DEIAR) in the workplace are essential for the success of top-performing organizations of all sizes. In 2020, the global coronavirus health crisis, economic uncertainty, and prominent racial justice events shaped the direction of DEIAR initiatives, and these factors will undoubtedly continue to impact DEIAR trends in 2023. In this session, we will emphasize several areas where individuals and small business leaders should concentrate their DEI efforts in 2023 to ensure their organizations embody fairness, compassion, opportunity, respect, trust, and belonging for every employee.

22. **Improve Work Relationships & Company Culture by Conquering Hidden Bias**
Explore unconscious or hidden biases and their impact on business environments and work relationships. Participants will delve into and become aware of the effects of unconscious biases

on themselves, their colleagues, and their workplace. They will learn how to employ practical strategies to identify and counter their own unconscious biases and discover tools for building cross-cultural relationships.

23. Inclusive Leadership: Unconscious Bias, Trust and Decision-Making

Inclusive leaders directly impact the development of an inclusive work culture, which promotes innovation, productivity, and profitability. It is the ability to foster an environment of active, intentional, and ongoing engagement with diversity. Your attitude and capability largely influence how well your team embraces difference and experiences inclusion.

In this session, we will discuss your role in fostering inclusion throughout your organization and the characteristics of highly inclusive leaders. We will also examine the effects of unconscious bias, trust, and decision-making on your leadership. The way forward begins with you and how open and active you are in creating healthy, diverse, equitable, and inclusive environments and teams.

Learning Objectives:
- Discover why inclusive leadership is an essential skill for developing high-functioning teams.
- Uncover critical skills for leading inclusively.
- Explore how unconscious bias affects decision-making and workplace inclusion
- Learn success factors for highly inclusive leaders

24. Inclusive on Purpose

As business professionals, we have heard about the benefits of diversity, equality, and inclusion on productivity, problem-solving, the free flow of ideas, and the overall bottom line. But how can we observe the impact on our teams and organizations? In this session, we will share approaches to enhance personal inclusion awareness and strategies to improve our abilities to connect, foster belonging, and strengthen relationships. We will explore intentionally inclusive practices that have a positive effect on workplace culture and climate.

Learning Objectives:
- Define inclusion
- Explore personal privilege

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- Understand the importance of inclusive language
- Learn the power of admiration

25. Internalized Sexism and Intersectionality: Power, Privilege and Identity

This workshop encourages leaders to examine how social identity is shaped by stereotyping and how this affects teams. We will explore how our organizations inadvertently create barriers for various groups of people, such as those identified by gender, ethnicity, generation, and religious beliefs. We will also challenge common assumptions that influence our work and investigate how our social conditioning interacts with our professional experiences. Furthermore, we will examine the impact on female self-image stemming from sexist messages encountered throughout their lives. Participants will identify and evaluate how these messages have influenced their attitudes toward and relationships with other women. Activities will include strategies to confront internalized sexism and to affirm the women and girls in their lives.

Objectives
- Understand power and social privilege from an individual perspective
- Become aware of how social power can be and has been used by institutions to marginalize particular groups

26. Leading with Emotional Intelligence

Emotional Intelligence (EI) is essential for high-performing and effective leaders. In this workshop, participants will learn how to deal with emotions and apply skills to increase their organization's effectiveness. Topics will be covered through discussions, self-assessment, skill-building exercises, and activities.

Objectives
- Explore the four quadrant Emotional Intelligence Competencies
- Examine strategies for personal and social competency development
- Discover how to increase EI competency, become more self-aware, and create a personal development plan with specific steps for improving their emotional intelligence

27. Let's Talk About Race at Work

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Now is the time to act. We have the ability—and the responsibility—to communicate with one another in ways that foster understanding and lead to solutions for the workplace equity crisis in America. While some organizations have successfully created equitable workplaces, many have not. Rather than continue on the same path, we can discuss being bold in broadening our commitments, demanding accountability, and creating authentic, measurable, and lasting impact. As we discuss race, anti-racism, dignity, and respect, we demonstrate the power of inclusive leaders and teams to bring greater value to the organizations where we work and the communities we serve.

28. Organizational Benefits of Workplace Diversity

Each year, the workforce becomes more diverse. The number of people of color in the United States is increasing, women continue to rise within the ranks of the employed, and LGBTQ individuals are contributing to the economy while becoming increasingly open about their identities. If businesses expect to maintain or enhance their position in the marketplace, they must embrace diversity. In a competitive economy, talent is central to improving the bottom line. Sourcing from the largest and most diverse pool of candidates is essential for success and growth in today's market. This workshop explores the benefits of workplace diversity and guides participants in developing strategies to implement within their unique organizational environments.

29. Understanding and Preventing Workplace Microaggression

In most workplaces, daily exchanges among team members involve various personalities and different levels of conversation. What occurs when those conversations veer into stereotyping – specifically, the subtle kind? Unconsciously and unintentionally, comments from one employee may offend another, leading to the occurrence of a "microaggression." Typically, these microaggressions emerge from assumptions or stereotypes about an individual or group based on attributes such as race, ethnicity, gender, sexual orientation, and age. This session aims to enhance employee awareness of microaggressions by providing opportunities for participants to identify common examples of everyday microaggressions and devise strategies to avoid remarks that can offend and foster unwelcoming work environments.

30. Respecting and Valuing Cultural Diversity in the Workplace

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This workshop encourages participants to increase self-awareness and recognize how their judgments and perceptions affect situations and relationships with colleagues. Participants learn that in valuing our own culture, it is essential to also appreciate the culture of others in order to foster a respectful, courteous, and positive workplace environment. By doing so, we enhance the performance of all employees.

Learning Objectives:
- Define Culture
- Identify Concepts of Cultural Awareness
- Learn about Cultural Competence
- Discuss the Impact of Culture on Collaboration
- Explore the Benefits of Diversity in the Workplace
- Uncover Strategies for Creating Culturally Safe Workspaces
- Learn Effective Cross-Cultural Collaboration Practices
- Identify Key Components of Dignity and Respect

31. Shift Workplace Perspective: Identify, Interrupt, and Overcome Unconscious Bias
We all possess biases that influence our decision-making and behaviors daily. In this session, participants will gain a foundational understanding of unconscious bias and learn practical tools to identify, interrupt, and overcome biases in the workplace. They will develop a deeper understanding of bias and the ways conscious and unconscious biases affect perceptions, attitudes, and behaviors—and discover strategies to address them.

Participants will explore how unconscious bias shapes both professional and personal environments and relationships. They will discover how values, culture, and experiences influence workplace interactions and attitudes. Participants will also learn how unconscious bias can lead to inequality and exclusion in the workplace. They will uncover techniques to recognize, counter, and mitigate biases, strategies for integrating inclusive practices into decision-making processes, tools for fostering deeper intercultural relationships, and methods to promote a more inclusive and equitable workplace culture.

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Through activities that include small group discussions, videos, and reflections, participants will:

- Learn to identify and challenge their own and others' unconscious biases.
- Understand how unconscious bias can impact team dynamics and productivity.
- Discover the role of culture and societal norms in shaping unconscious biases.
- Recognize common forms of unconscious bias and their effects on decision-making processes.
- Learn strategies to overcome unconscious bias and develop the ability to communicate effectively and respectfully with colleagues from diverse backgrounds.
- Leave with resources to create an anti-bias development plan.

32. Understanding Unconscious Bias

Participants will explore unconscious bias and its impact on business environments and work relationships. They will discover how their values, culture, and experiences affect their interactions with colleagues, attitudes about work, and understanding of workplace values. Participants will leave with practical strategies to identify and counter biases and valuable tools for building more profound, more robust intercultural relationships.

33. Unconscious Bias and Its Impact on Small Teams

Unconscious biases are learned stereotypes that are automatic, unintentional, deeply ingrained within our beliefs, universal, and capable of influencing our behavior. In this session, participants will explore common biases and their impact on decision-making and relationship-building, with an emphasis on small team interactions and productivity. You will discover how your values, culture, and experiences shape your interactions with colleagues, your attitudes towards work, and your understanding of workplace values. Participants will leave with practical strategies for identifying and countering biases, along with valuable tools for fostering deeper, more robust relationships.

34. Understanding Why Diversity, Equity, and Inclusion Matter in Majority White Spaces

This session presents the foundational understanding and importance of diversity, equity, and inclusion in conjunction with core values and behavior standards. Participants will learn a common language and receive an overview of these concepts using discussion and interactive knowledge

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checks to gauge understanding. They will discover how their values, culture, and experiences affect interactions with colleagues, attitudes about work, and knowledge of workplace values.

Participants will examine the evolution from compliance to inclusion, the advantages of diversity, equity, and inclusion, their effects on team performance, and the business rationale for diversity and inclusion.

Topics covered:
- Evolution of Affirmative Action to Equal Employment Opportunity to Diversity, Equity, and Inclusion
- The Impact of Diversity and Inclusion on Team Performance
- The Business Case for Diversity, Equity, and Inclusion
- The language of DEI

35. Volunteerism: Inviting Culture and Creating an Inclusive Community

As organizations learn the value of having volunteers who reflect the racial and ethnic diversity of their communities, they also struggle to engage them in service. In this session, participants will explore foundational strategies for inviting culture and creating more inclusive volunteer programs within nonprofit and government organizations.

- Understand possible barriers to engaging culturally, ethnically, and socially diverse volunteers.
- Learn the importance of having culturally, ethnically, and socially diverse volunteers.
- Discover strategies for creating a more inclusive volunteer program

36. What Not to Do When Launching Your DEI Initiative at Work

In this session, Deborah Biddle will share her experience as a diversity, equity, and inclusion professional working with organizations in both for-profit and nonprofit sectors. She will discuss best practices and lessons learned from her own DEI work and that of others. Deborah will also present ten steps to avoid when initiating a DEI culture in your organization, along with 15 necessary actions for achieving world-class DEI efforts.

37. Why Diversity, Equity, and Inclusion Matter

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The "Why Diversity, Equity, and Inclusion Matter" session provides foundational understanding and significance of diversity, equity, and inclusion (DEI). This workshop establishes a common language for discussing DEI as participants explore culture, values, and dimensions of diversity and inclusion. Additionally, participants will learn about the impact of shifting demographics and societal movements, and how this data influences talent management and organizational strategy, helping organizations make informed decisions and respond to market trends.

38. **Work: A Harassment-Free Zone** (teams) / **Leading A Harassment-Free Zone** (leaders)
Workplace harassment is all too common. Sometimes, it is intentional. However, workers often are unsure of what qualifies as harassment, especially when their behavior is questioned. Victims are also uncertain about what to do when they're being harassed, and the harassment may go unreported. Both situations facilitate the perpetuation of unwanted behavior. Workplace harassment left unchecked ruins jobs and creates unhealthy, unproductive work environments.

Participants will learn about the types and components of workplace harassment, discuss boundaries for acceptable behavior, and review examples of both sexual and non-sexual harassment. They will also explore appropriate and inappropriate use of email, texting, and social media. The workshop will provide an overview of best practices for handling harassment, including how to address it when it is observed, experienced, or reported. Participants will discuss a model based on the Ten Rules of Respect and begin developing a Rules of Respect/Civility Code for their team. Topics will be covered by explaining concepts, engaging in partner and small group discussions, conducting self-assessments, reviewing scenarios, and participating in large group activities.

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