

ENGAGING WITH DIFFERENCE WORKSHOPS

AT A GLANCE

1 AWARENESS

Participants examine how our differences and similarities impact our organizational life, highlighting how essential it is to be self-aware about inclusion and its relevance in our lives. Participants:

- Learn to elicit and honor the wisdom everyone carries on diversity and inclusion;
- Surface what is hidden, and appreciate the multiplicity of our identities;
- Pay attention to the assumptions, feelings, beliefs, and values that drive behavior;
- Practice stepping to the edge of our comfort zone, and taking one, or more, steps beyond;
- Explore working styles and how they intersect with each other.

- Prerequisites: None
- Workshop Length: 1 - 2 Days
- Size: 12 - 35 participants

2 DIALOGUE

Participants learn dialogue skills that foster a safe and productive environment where colleagues trust and learn from one another. We explore “Power Dynamics” and how they differ based on our group memberships and experiences. Participants:

- Use dialogue as a skill to enhance inclusiveness and to communicate across lines of difference;
- Learn to manage the dynamics of power relations in a diverse setting;
- Explore unearned privilege and unconscious bias, which may inadvertently hamper inclusion;
- Share and begin to understand experiences and perspectives of those who may be different.

- Prerequisites: Awareness EWD
- Workshop Length: 1 - 1½ days
- Size: 12 - 35 participants

3 ACTION

This is the culmination of the “Engaging with Difference” series. Participants are introduced to The Collective Action Framework and a three-pillar model for taking organizational and individual action. Participants explore scenarios where diversity and inclusion challenge their learnings. Participants:

- Understand the potential risks in taking action;
- Learn how conditioning screens can contribute to or exacerbate a perception of discrimination, marginalization, or victimhood;
- Explore transferring the inclusiveness training back to the organization;
- Make individual and collective commitments to advance a culture of inclusion.

- Prerequisites: Dialogue EWD
- Workshop Length: ½ - 1 day
- Size: 6 - 35 participants