

DEI EXECUTIVE BOOT CAMP

March 23-April 27, 2023

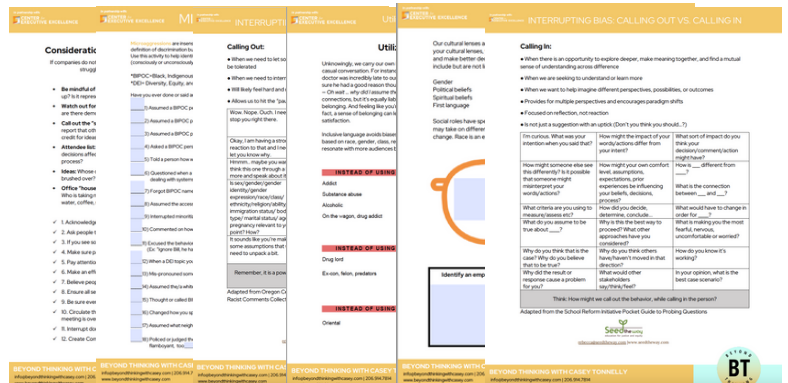
6-WEEK PROGRAM DELIVERABLES

Earn Your DEI Executive Boot Camp Credential

- Customized DEI courses in 4 Progressive Levels from Foundational to Best-in-Class
- Live weekly 90-minute group conversations guided by expert DEI facilitator every Thursday for 6 weeks (10-11:30am PT)
- Toolkit of materials and resources for your DEI journey
- Access to 900+ microlessons available via our Netflix-style library
- Videos, quizzes and interactive content designed to deepen your learning experience
- Published calendar and email reminders to keep you on track
- Diversity, Equity, and Inclusion Digital Credential upon program completion



Access Your Digital Toolkit



Price: \$1,800 pp

In partnership with

DEI Executive Boot Camp

March 23-April 27, 2023 (6 weeks)

Weekly Discussions - Thursdays: 10-11:30am PT

Week 1: Foundations (Level Setting)

Discussion: Thursday, March 23, 2023 | 10-11:30am PT

1. Focusing in on Our Assumptions

- a. Implicit Biases and the People Impacted by Them
- b. 3 Ways to Combat Bias
- c. The Power of the Ripple Effect

2. The Truth About Unconscious Bias

- a. What Bias Looks Like
- b. Unconscious Categorizing and Why it Matters
- c. Brain Shortcuts That Can Give Us a Social Disadvantage

3. Becoming a Bias Interrupter

- a. The Consequences of Bias Against Employees
- b. Four Tips for the Recruitment Process to Counter Bias in Business
- c. Four Tips for Countering Everyday Office Interruptions
- d. A Checklist for Evaluating Your Team and Help You Build Your Bias Interrupter Skills

Week 2: Intermediate (Exploring Dimensions of Diversity & Inclusion)

Discussion: Thursday, March 30, 2023 | 10-11:30am PT

1. A Workplace for All Ages

- a. 5 Generations Working Side by Side
- b. Leveraging Diverse Ages in the Workplace
- c. Tips to Overcome Generational Differences at Work

2. The Language of Disability

- a. 3 Useful Guidelines to Navigate the Disability Language Landscape
- b. People-First Language vs. Identity-First Language
- c. Recognizing the Geography of Language

3. Communicating Across the Gender Spectrum

- a. A How-To Guide for Including All Genders
- b. How to Put Inclusive Language to Work
- c. Why It's Important for People to Use Inclusive Pronouns

4. Using Inclusive Terms

- a. Inclusive Terms to Know Today
- b. Navigating Preferred Terms at *The Daily Texan*
- c. How to Ask the Right Questions in the Right Way

Week 3: Advanced (Deepening Analysis)

Discussion: Thursday, April 6, 2023 | 10-11:30am PT

1. Housing: The Long Through Line of Racism

- a. Robbed of the Promised Land
- b. The Basics about Redlining
- c. The Generational Impact of Redlining Today

2. Not So Subtle Bias in the Workplace

- a. The Difference Between Blatant and Subtle Bias in the Workplace
- b. Subtle Biases that Aren't Subtle to Everyone
- c. Similar-to-Me and Prove-It-Again Biases in Talent Management

Week 4: Advanced (Deepening Analysis)

Discussion: Thursday, April 13, 2023 | 10-11:30am PT

1. Achieving Racial Equity

- a. Understand the Impacts of Racial Inequity
- b. What to Do When Your Organization is Part of the Problem
- c. How to Pursue Racial Equity Within Your Organization

2. Building An Inclusive Workplace: A Look at Intersectionality

- a. Define What Intersectionality *Is* and *Isn't*
- b. How Not to Yield at the Intersection
- c. 'Intersectionality' Explained by the Woman Who Coined the Term

3. Cultural Appreciation, Not Appropriation

- a. The Signs of Appreciation vs. Appropriation
- b. Why Privilege and Power Are at the Center of the Discussion
- c. Cultural Appreciation vs. Appropriation

Week 5: Best-In-Class (Allyship in Action)

Discussion: Thursday, April 20, 2023 | 10-11:30am PT

1. How Leaders Can Talk About Race at Work

- a. How to Help Leaders Broach the Topic of Race More Comfortably
- b. Why Ignoring the Topic of Race Only Exacerbates the Issue
- c. Talking About Race and Identity in the Workplace and Beyond

2. Witnessing Exclusion, What Can I Do?

- a. Defining Microaggressions and How to Look Out for Them
- b. 3 Ways to Handle Microaggressions
- c. Conversation Tips about Identity and Bias

3. How to Run Inclusive Meetings

- a. 4 Steps to an Inclusive Meeting
- b. 5 Ideas to Ensure Everyone is Included During a Meeting
- c. The Importance of Soliciting Voices

Week 6: Best-In-Class (Allyship in Action)

Discussion: Thursday, April 27, 2023 | 10-11:30am PT

1. Stories @ Work: Allyship

- a. Netflix Culture: Allyship
- b. A Matter of Difference, Not Disregard
- c. Brining Your Whole Self to Work

2. Becoming An Ally

- a. What an Ally is and How to Become One
- b. Everyday Complications Faced by People with Differences
- c. How to Use Your Everyday Privilege to Help Others

3. Allyship In Action

- a. The 3 A's of Inclusivity
- b. Move Your Allyship From Theory to Practice
- c. Putting Allyship to Work through 6 Roles