

# Operationalizing Your DEI Initiatives

## COURSE SPECIFICATIONS

**Length & Type:** 6 hours – In-Person or Virtual  
**Audience:** All levels  
**Participants:** Up to 18

## DESCRIPTION

Diversity is essential to the future growth and health of an organization, making up the foundational culture and productivity within the workplace. Equity is woven into the culture of the organization through policy, practice, and position. Inclusion focuses on power and voice, and highlights your organization's culture and belonging strengthens the individual's connection to the organization. The combination of all four; Diversity, Equity, Inclusion, and Belonging, conveys to the outside world that your organization values its employees and customers. When these elements are aligned properly to one another, your organization can attract high performing talent—individuals who are creative, innovative difference-makers—who can in turn drive your bottom line to the ceiling.

## LEARNING OBJECTIVES

After completing this course, participants will be able to:

- ✓ Define diversity, equity, inclusion and belonging
- ✓ Identify the role of emotional intelligence, biases, and culture attributes within D.E.I.B.
- ✓ Prepare to initiate healthy and productive conversations around workplace culture and experience
- ✓ Define, outline, and start to operationalize a DEIB Strategy across the organization or department
- ✓ Explain the value of data collection to the use of DEI concepts in ongoing business strategy

## Program Components

- ✓ Module 1 - Introduction and Level Setting
- ✓ Module 2 - Diversity
- ✓ Module 3 - Equity
- ✓ Module 4 - Inclusion and Belonging
- ✓ Module 5 - Why Align D.E.I.B. and Employer Value Proposition