



DIVERSITY, EQUITY & INCLUSION

Our Diversity, Equity, and Inclusion program—“Depth Perception”—is designed to deliver a tailored experience that surpasses the results of traditional training programs most organizations have become accustomed to. Through a thorough process of assessment, planning, development, delivery, and evaluation, we go beyond mere knowledge exchange and deliver fundamental change.

“Depth Perception” is a series of learning experiences that helps participants see the world more deeply through the eyes of others.

Both human eyes see the world from a slightly different perspective, each relying on the other for vision to function perfectly. This ingenious design is the key to “Depth Perception” and our ability to see our world with depth and clarity. Similarly, input from other people helps us to see from differing perspectives. As we gain more perspective, more angles, and more input, the world becomes increasingly rich and clear. Through each other, we see more of the “big picture”—the whole story.

KEY FIRST STEPS

Before any journey can begin, it is critical to understand the start-point, destination, and route. Assessment and Development help us to begin that process. This phase might include:

- Discovery, needs assessment, and goal setting conversation
- Presentation of proposal to address needs of organization
- Assessment tools tailored to identify trends & themes (Diversity, Culture, Values, Engagement)
- Key stakeholder interviews/Research of relevant factors
- Analysis of findings, development of reports and action plans
- Revised, realistic, and tangible outcome measures
- Customized training program development

TRAINING DELIVERY

Specific training content is determined based on the assessment findings, organizational goals, and needs of the participants. The following is a list of sample topics:

- The business case for Diversity, Equity and Inclusion
- The changing faces (and changing voices) of industry and workplace
- Key concepts (i.e., Diversity, Bias, Privilege, Systemic Racism, etc.).
- Dialogue—Finding similarities and appreciating differences. Why is this so difficult?
- Creating transparency and building trust
- Responding to perceived insensitivity
- Turning the corner—Creating the space for difficult conversations
- What I need to say/What you need to know
- Getting behind the curtain—Deepening our understanding of one another
- Culture, customs, and unique experiences—Ways that we narrow the gap
- Shaping our culture—Setting expectations and holding others accountable.

- Next steps/strategy for maintaining momentum and creating a diverse, inclusive, and equitable workplace/association

THE APPROACH

We have found (and research suggests) that Diversity, Equity, and Inclusion must have two components if training is to have meaningful impact:

1. A series of experiences over time, versus a “one and done” approach. The process of addressing deeply rooted social challenges requires more than compulsory annual events that “check the box” for corporate compliance.
2. Training must be experiential. The mere exchange of information is insufficient to inspire the level of transformation required to see sustained change around diversity initiatives. People must know why change is important, but they must also “feel” it.

To ensure we never lose sight of the things most important to our client, we collaborate from start to finish—crafting an approach that integrates seamlessly into the work rhythm and flow of the organization. Whether in-person or virtual, short sessions or half-days, monthly or quarterly, we are prepared to build a program that exceeds expectations while remaining minimally disruptive to day-to-day operations.

Want to discuss how to create an experience that helps you and your team see what you've been missing?

Schedule a 30-minute consultation with us!

Go to www.connectmovegrow.com and click the button to schedule.