

# D.E.I.B.

(diversity. equity. inclusion. belonging.)



**Diversity, Equity, Inclusion, and Belonging is most effective when it is cascaded down the organization and is integrated, measured, and supported by company leadership.**

## What is D.E.I.B.?

**Diversity is a fact, inclusion is a behavior, and belonging is the emotional outcome that people want in their organization.**

- **Diversity:** the practice or quality of including or involving people from a range of different dimensions of our diversity
- **Equity:** the quality of being fair and objective
- **Inclusion:** the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized
- **Belonging:** the opportunity to feel comfortable expressing ideas, sharing experiences, and contributing, knowing your input is valued.

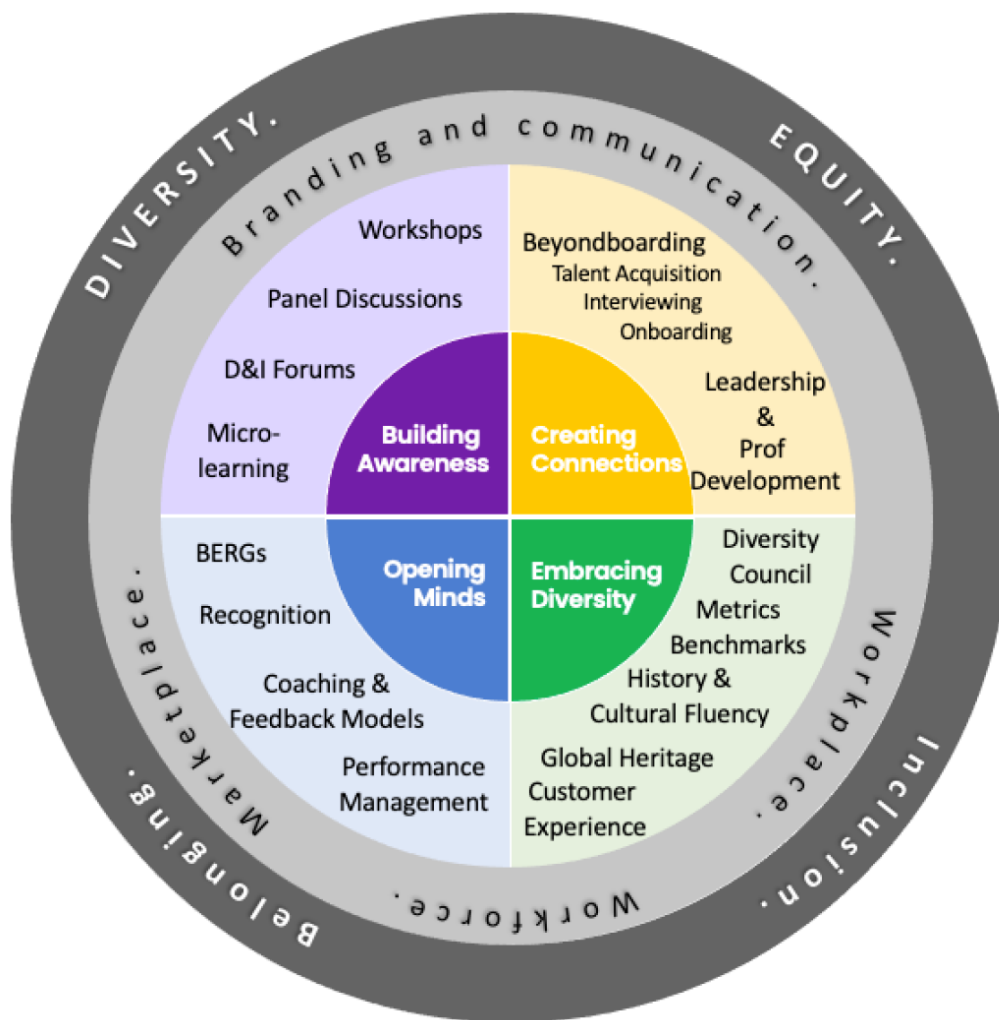
**ETHNICALLY DIVERSE  
LEADERSHIP TEAMS  
ARE 36%  
MORE LIKELY  
TO BE  
PROFITABLE.  
(McKinsey)**

## Why D.E.I.B.?

**Organizations cannot continue to look and sound the same, any longer.**

They **must** create environments that allow people to bring their full authentic selves to work and feel like they belong, by creating environments where people of all races, genders, sexuality, religions, socio-economic backgrounds (and everything in between) can thrive and realistically see themselves as leaders within the industry. To foster this culture, companies need to have values and exhibit behaviors that support diversity, equity, inclusion, and belonging throughout the organization.

# Our Strategy and Approach



## Three Important Facts about D.E.I.B

- 1:** The millennial and Gen Z generations are the most diverse in history: only 56% of the 87 million millennials in the country are white, as compared to 72% of the 76 million members of the baby boomer generation. (CNN Money)
- 2:** Beyond changing national demographics, why are workers seeking more diverse and inclusive workplaces? Because 45% of American workers experienced discrimination and/or harassment in the past year. (Gallup)
- 3:** 78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. (Harvard Business Review)

# The Power of Language Workshop Series

The Power of Language Workshop Series helps organizations to begin their DEIB journey. The Series provides participants a deeper understanding and awareness of their own dimensions of diversity, educates them on various types of micro-messages, and teaches them how they can be interrupted. It is the ideal platform to move an organization forward with its DEIB initiatives.

The sessions are facilitated over several weeks via Zoom and lead by two facilitators. They can be offered as three sessions or two sessions, and customization is available. See pricing below.\*

- **Session 1: Dimensions of Diversity**
- **Session 2: Identifying Microaggressions**
- **Session 3: Interrupting Microaggressions**

## Session 1: Dimensions of Diversity

*Time: 60-90-minutes | Max 24 participants*

**What are the dimensions of diversity?** We begin by discovering what we mean by diversity, equity, inclusion, and belonging and how they are different. We then continue our journey to help us understand where differences exist (dimensions of diversity) and how we can better understand one another if we better understand where people are similar and different from us.

**Homework:** Participants will pay attention to the visible and invisible dimensions of diversity, on their team, in their organization, and in their environment.

## Session 2: Identifying and Interrupting Microaggressions

*Time: 60-90-minutes | Max 24 participants*

**Explore real-time, proactive ways to address bias.** During this session participants define key terminology terms; explore various types of Micro-messaging, its impact on individuals, build awareness to communicate with a deeper understanding of bias.

**Homework:** Participants will identify a micro-messaging experience and bring those experiences back to Session 3 to explore further.

## Session 3: Interrupting Microaggressions

*Time: 60-90-minutes | Max 24 participants*

**Engaging in bold conversations around DEIB is difficult.** Once you understand what micro-messages are, their impact, and what is happening, the next step is learning how to interrupt them. Using our ACES model along with customized case studies, participants have the opportunity to recognize practice interrupting micro-messages and discussing the impact of these situations on individuals, organizations, and the world.

## Two Session Option:

- **Session #1: Dimensions of Diversity and Identifying Microaggressions | 2-hours**
- **Session #2: Interrupting Microaggressions | 90-minutes**