



### Diversity, Equity and Inclusion Workshop Sample Agenda

Unconscious Bias, Diversity, Equity, and Inclusion training is unlike any other training. In order for it to be effective, there must be dialogue so that participants can practice the skills they learned and process their learning with each other in a safe environment. Anything short of that can be perceived as a “check the box” exercise and can have the opposite impact of what was intended.

The agenda below is an example of several topics that are fundamental to a DEI learning journey. These modules can be delivered as a standalone module or combined. Select modules can be delivered in a keynote format, lunch and learn, and from half day to 1.5 day programs.

Each module is customized using examples from the client’s workplace.

#### Module 1: What is Diversity and Inclusion?

- Interactive Experience on what it’s like to be the “Other” and Implications

- Conforming/Covering/Tokenism

- Impact of “Otherness”

#### Module 2: What is Unconscious Bias?

- Science of the brain, and filtering information

- Fast Brain/Slow Brain Exercise

- Impact of bias

- How to combat unconscious bias

#### Module 3: Microaggressions

- What is a microaggression and examples

- Workplace microaggressions examples

- Exploring microaggressions at your workplace, and what to do about it.

- Interrupting microaggressions model with example

#### Module 4: Allyship

- The Four Practices of Allyship

- How to incorporate Allyship practices into the workplace