



DEI Executive Training Series

TCB Consulting, LLC

LRCC Executive Leadership – Diversity, Equity, and Inclusion (DEI) Series

Diversity, equity, and inclusion (DEI) is an asset to any organization. It supports relations among employees, customers, and community to drive lasting overall impact across public, private, and nonprofit organizations. This executive program shows leaders how to increase diversity, equity, and inclusion for greater organizational effectiveness and success.

Although racial inequity has long been a problem facing organizations, it has jumped to the foreground in a way that we have not seen in a generation. It is no longer sufficient for business leaders to discuss the business case for diversity, equity, and inclusion; leaders also need to understand the moral case. In this new landscape, there is now different terminology: systemic racism, micro-aggressions, allyship. What do those terms mean, and how can leaders be more intentional about the cultural changes that are needed to make organizations truly inclusive spaces for employees of diverse backgrounds to thrive?

This leadership series on DEI will prepare leaders to implement social change within their organizations, enhance their role as inclusive leaders and provide tangible tools for business growth and success. Participants will discover how to realize performance advantages by attracting the best and brightest while gaining deeper understanding of and appreciation for the differences in your workforce and your community.

Overview of Course Modules

Module 1 Core DEI and Cultural Concepts

Obtain knowledge on diversity, equity and inclusion that is needed for business success. Additionally, this module will explore the root causes of racial and social inequalities and how the rise of anti-racist movements can benefit organizational progress.

Module 2 Addressing Inequalities and Shaping Business Practices

Recognize the impact of racial hierarchies on organizations' practices and policies, and explore the role of organizations in promoting racial equity, inclusive workplaces and accessibility for your employees.

Module 3 Building an Effective Business Equity Framework

Explore how organizations can promote racial equity and inclusion through the three lenses of the Racial Equity Framework.

Module 4 Implementing a People-First DEI Strategy and Framework

Learn how to drive organizational change through courageous leadership, inclusive language, and develop an Equity Action Plan that can improve revenue growth, create more positive employee experiences and overall better retention for your company.

Module 5 Recruitment, Retention, and Rethinking DEI in the Workforce

In order to evolve, we need to address the entire system of an organization and address both the visible and invisible practices, policies, and biases that shape culture and experience. In this module we will ground ourselves in each organization's unique starting point to understand how diversity, equity and inclusion is appreciated and embedded, and true transformation will be created.

DEI Topics to covered throughout the series include but are not limited to the following:

- **Becoming an Inclusive Leader** ○ Upskill yourself and your team with emotionally intelligent skills in Self-awareness, Self-management, social awareness and Relationship management
 - Learn how to foster employee engagement and productivity at your organization by equipping your team through an inclusion and equitable lens
 - Increase your ability to leverage emotions and set the right tone to solve complex challenges.
 - Develop strategies to identify and increase meaning with a team and across an organization.
 - Learn about self-awareness and inclusive behaviors through assessment, reflection, discussion and practice.
 - Learn to understand, evaluate, and utilize your emotional intelligence skills for better outcomes and stronger relationships.
 - Learn how to build an employee value proposition and set expectations with your employees.
- **Going Beyond Unconscious and Implicit Bias.**
 - Recognize how systemic bias impacts your social network. ○ More quickly recognize the presence of their own biases and the biases of others. ○ Develop greater awareness of social identities and how they relate to bias. ○ Acquire tools and strategies for managing and overcoming bias.
 - Heighten your knowledge about the nuances of interracial and cross-gender relationships.
 - Learn evidence-based strategies for confronting biased behavior.

- Practice strategies for navigating difference via interactive engagement with a potential protégé.
 - **Making the Business Case for diversity, equity, and inclusion.**
 - Learn which diversity initiatives work, which don't, and why.
 - Discover how to leverage organizational support for system change.
 - Understand how to identify blockers for system change, and how to deal mitigate them
 - **Addressing microaggressions: Reducing prejudice in the workplace.**
 - Obtain a deeper understanding of implicit bias and microaggression and how to help your organization minimize barriers such as these with actionable steps.
 - Develop skills on recognizing how implicit biases are formed and the ways in which they impact the lives of people of color and other marginalized groups.
 - Learn how to "Call-in" vs Call-Out" when addressing bias behaviors and incidents
 - Examine your own biases and their effects on your leadership style and learn how to transform your company into an anti-bias environment.
 - **Cultural Sensitivity, Awareness and Belonging.**
 - Develop a shared understanding of the terms culturally competent and cultural humility.
 - Explore why an understanding of these two concepts is important to creating equitable and inclusive workplaces.
 - Understand the importance of celebrating difference and build a culture of belonging within your organization and community
 - Create organizational goals to guide your business in becoming a leader in cultural competence and cultural humility.
- Organizational and Personal Strategies for Leading DEI Change**
- Understand the assumptions, models and implications associated with change to become more adept at developing effective change management practices for complex organizational environments.
 - Identify the areas in the organization where discrimination is occurring or where there is lack of innovation or belonging due to exclusion of diverse people based on the questions identified in the first step.
- **How to be an Ally as an Executive**
 - Understanding Your Power and Placement in the System
 - Learn how to become an upstander for your employees and customers

- Understand the social identities that drive your and others' beliefs, attitudes, and behavior.
 - Analyze your personal career trajectory to understand how context impacts the individual.
 - Synthesize the learnings about social identity and systems to heighten your ability to understand systemic racism.
 - Explore two related concepts – allyship and anti-racism – that can help people effectively and respectfully work for racial justice.
 - Gain skills in customer advocacy and learn how to move beyond the “ally” language toward “accomplices” and “co-conspirators.”
 - Discover how to be champion for diverse groups within your organization and clientele. Discover how to effectively address systemic racism that feeds into everyday forms of bias
- **Leading with Equity** ○ Explore the benefits of culturally responsive leadership and its role in making community connections.
 - Gain a deeper understanding of the critical reflection required to be a culturally responsive leader that strives for equity for all.
 - Learn how to effectively recognize different needs of employees and enhance your recruitment/retention through a DEI lens.
 - Become equip with skills on facilitating difficult conversations around such topics as race, gender, and neurodiversity
 - Design equitable and just business practices and responses to oppression in the workplace and the communities you serve. ○ Unpack deficit thinking with other executives and explore DEI strategies to dismantle systemic racism, and rethink business processes with liberating structures that honor employees and their communities. ○ explore the role and responsibility of executives to ensure that equity and diversity are implemented so that individual needs are met and all employees feel included within the work environment. ○ Examine your current business services and programs, share their own experiences, and think critically about how these entities lack diversity and inclusivity.
 - Create an Executive DEI Statements and learn social justice leadership tips that go beyond rhetoric but ensures actions that successfully positively impacts your business and its clients.

Proposed Training Dates

LRCC Executive DEI Training will be held the last Monday of every month or last Thursday of each month. Suggested dates are as follows:

- Monday, January 31 or Thursday, January 28, 2022
- Monday, February 28 or Thursday, February, 24, 2022
- Monday, March 28 or Thursday, March 31, 2022
- Monday, April 25 or Thursday, April 28, 2022
- Monday, May 30 or May Thursday, May 26, 2022
- Monday, June 27 or Thursday June 30, 2022
- Monday, July 25 or Thursday, July, 28, 2022
- Monday, August 29 or Thursday, August 25, 2022
- Monday, September 26 or Thursday, September 29, 2022
- Monday, October 24 or Thursday, October 27, 2022
- Monday, November 28 or Thursday, November 17, 2022
- Monday, December 12 or Thursday, December 15, 2022

Proposed times:

Mornings: 8:00 am – 10:00 am or Afternoons: 4:00 pm – 6:00 pm