

## Why Partner with the Center for DEI facilitations?

The Center's DEI facilitations encourage change and growth, exploring issues of race, diversity, inclusivity, and equity to create an enhanced environment for employees that will improve the way businesses operate. We offer a "brave space" safe enough to lean into, encouraging experiences that transform workplace culture. The Center connects the civil and global human rights movements to challenges today to improve a sense of workplace belonging.

## Curriculum modules

### Tier 1: Foundational Learning

1. **Examining Beliefs and Values** Exploring how an institution's values manifest in its culture.
2. **Creating a Common Language for DEI Concepts** Language for diverse, equitable, and inclusive cultures.
3. **Understanding Implicit Bias and Microaggressions** Addressing implicit bias and microaggressions.
4. **Embracing Cross Generational Diversity** How race, power and privilege intersect.
5. **Cultivating Inclusive Behaviors** Exploring emotional intelligence and behaviors for leaders to model.
6. **Applying the Lessons of History to the Workspace** Facing and addressing historical injustices
7. **Empowering Allyship** Explores the partnership between allies and members of under-represented groups.
8. **LGBTQ Inclusion in the Workplace** Definitions, microaggressions, practical applications for an inclusive workplace.

### Tier 2: Advanced Learning

9. **BRG/ERG Leaders Advocating for Equity** Addresses how BRG/ERG leaders can build alliances in relationships across differences and advocate for underrepresented groups.
10. **Empathy-Building through History** Senior managers explore the decision-making process of the historic Montgomery Bus Boycott.
11. **The Business Case for DEI** Advancing DEI is an ethical imperative, but it's also a business imperative.
12. **Using Feedback as an Equity Tool** Nurturing talent for individual advancement and organizational growth
13. **Gender Identity: Impact in the Workplace** Expectations for single mothers, male caregivers, female leadership, understanding gender identities, heteronormativity, and cisgender normativity.
14. **Being an Ally to LGBTQ Colleagues** Scenarios, inclusive interview questions, and workplace language
15. **Characteristics of Inclusive Leadership** Wielding power and position to cultivate psychological safety, ensure equitable feedback, and advocate for inclusion.
16. **Significance of Belonging** From productivity to retention, fostering belonging increases healthy connections, and increased well-being.
17. **Cultivating Psychological Safety** Increasing inclusivity, innovation, trust, and accountability
18. **Defining Identity and Navigating Power** How leaders can use power to advance DE&I
19. **Navigating Challenging Conversations** Scenario-based, Exploring empathetic listening, cultural humility, feedback, and questions.
20. **Creating an Inclusive Meeting** Effective meeting through agendas, facilitation, and follow up
21. **Train the Trainer** Equipping an organization's staff to facilitate a package of four modules (#17--#20)

Typically 2-4 modules (one hour each, 2-module minimum). No prerequisites.

Facilitations in person at Center/your location/virtual.

### **Learning Series**

Our Learning Series provide a roadmap to support ongoing needs (4-8 modules, delivered monthly or quarterly).

#### **Leadership Series**

- Cultivating Psychological Safety
- Using Feedback as an Equity Tool
- The Business Case for DEI
- Defining Identity and Navigating Power
- Navigating Challenging Conversation
- Characteristics of Inclusive Leaders **(end the series with this one)**

#### **BRG and DEI Leaders Series**

- Advocating for Equity **(specifically for DEI and BRG leaders or leaders from underrepresented groups)**
- Cultivating Psychological Safety
- Navigating Challenging Conversations
- Empowering Allyships
- Defining Identity and Navigating Power

#### **General Audiences Series**

- Examining Beliefs and Values
- Creating a common language for DEI
- Understanding Implicit Bias and Microaggressions
- Cultivating Inclusive Behaviors
- Embracing Cross Generational Diversity
- Empowering Allyship
- Navigating Challenging Conversations

#### **Onboarding/New Employee Series**

- Creating a common language for DEI concepts
- Understanding implicit bias and microaggressions
- Embracing cross generational diversity
- Empowering allyship

#### **LGBTQ Series**

- Understanding Implicit Bias and Microaggressions
- LGBTQ Inclusion in the Workplace
- Gender identity: impact in the workplace
- Being an Ally to LGBTQ in the workplace

#### **HR Leaders Series (Train the Trainer)**

- Cultivating psychological safety
- Creating a meeting with DEI in mind
- Using feedback as an equity tool
- Defining identity and navigating power



## Pricing

### **Corporate**

2 modules: (one facilitation) \$8000

4 modules: (two facilitations) \$15,000 (savings of \$1000)

6 modules: (three facilitations) \$22,000 (savings of \$2000)

8 modules: (four facilitations) \$29,000 (savings of \$3000)

### **Non-Profit**

2 modules (one facilitation) \$5900

4 modules: (two facilitations) \$ 11,500, (savings of \$300)

6 modules: (three facilitations) \$17,000 (savings of \$700)

8 modules: (four facilitations) \$21,600 (savings of \$2000)