



DIVERSITY & INCLUSION







2021 Available Program Offerings





DIVERSITY & INCLUSION

Program Offerings - Table of Contents

	ALLYSHIP & INCLUSIVE LEADERSHIP	2
	ANTI-RACISM	3
	GENDER EQUALITY	4
	DIVERSITY DIMENSIONS	5
	DEI STRATEGY & SYSTEMS	6
	TEAMBUILDING	7



PROGRAM OFFERINGS

ALLYSHIP & INCLUSIVE LEADERSHIP

CRAFT YOUR DIVERSITY STORY

Everyone has a diversity story. We sometimes do not know how to craft and tell our own stories. Leaders that tell stories engage their teams and create cultures where diversity thrives. Together, we will craft our diversity stories using these core objectives

- Define your story based on a time you felt different, did not belong, or covered
- Craft your story with a clear situation, a murky middle, and a resolution
- Share your story through knowing your audience, asking questions, and demonstrating strong facilitation skills

DEVELOPING THE NEXT GENERATION OF LITTLE ALLIES

Julie will share stories, ideas, and research from her new children's book, Little Allies. We'll discuss the importance and impact of having conversations about diversity, inclusion, and allyship earlier with the children in our lives. Julie wrote this book in response to difficult conversations about racism at home with her own daughters. Little Allies and this session are meant to be a resource to help parents and people leaders everywhere guide little ones along this journey towards allyship. Together in this session we'll cover:

- Why we need to talk to kids and start this conversation earlier
- What being an ally means - allyship starts at home and kids naturally enjoy diversity
- How to be an ally - Allyship is a journey, and adults are modelling it everyday

FACILITATE INCLUSIVE MEETINGS

Facilitation means to 'make easier'. As a facilitator, your job is to guide the conversation and simplify complex issues. This is especially important for leaders in diversity, equity, and inclusion. Julie's engaging approach welcomes story and strategy sharing across diverse groups. Together, we will learn how to:

- Practice proven facilitation techniques to guide conversations
- Create and maintain psychological safety and bravery
- Manage difficult situations through a scenario-based activity approach

KNOW YOUR ALLY ROLE

Being an ally is a journey. That is why it is important to start the journey intentionally. Knowing your role and the experience you want to create as an ally is key. The roles canvas mentorship, sponsorship, coaching and more. In this workshop, we will help you map out your ally role and decide the ally you want to be. Together, we will learn how to:

- Step up as a sponsor
- Advocate for others
- Stay open to input and practice perspective-taking

LEAD LIKE AN ALLY

Julie will share stories, ideas, and research from her book, Lead Like an Ally: A Journey Through Corporate America with Strategies to Facilitate Inclusion, with proven strategies for diversity and inclusion. To succeed together as allies, we will learn how to:

- Why we need allies for diversity and inclusion
- What allies do to support others different than themselves
- Three key strategies to lead like an ally regardless of your role or position in an organization

INFLUENCE OTHERS FOR POSITIVE CHANGE

Leading with influence trumps power every day. Julie leads a collaborative discussion for participants to learn alongside one another. Together, we will learn how to:

- Step up as a sponsor
- Advocate for others
- Stay open to input and practice perspective-taking



PROGRAM OFFERINGS

ANTI-RACISM

COMFORT WITH DISCOMFORT

It has never been more important to bring your full self to work – your full personal and professional self. That requires candor and courage and leaning into uncomfortable conversations. Saying something when something feels off. Speaking up for others that may not feel heard. Being there for people different than yourself. In this session focused around finding Comfort with Discomfort, we'll discuss:

- Vulnerability - How being vulnerable first gives others permission to be vulnerable
- Empathy - The practice of taking on others' perspectives to help your team
- Trust - And how it is critical to allyship

COMMIT TO BEING AN ALLY TO BIPOC

Many people are finding themselves seeking tools to be anti-racist allies and are looking for help unlearning learned behaviors. In this highly collaborative workshop, we'll discuss how to best strive to be an ally to all Black, Indigenous, and people of color. We'll discuss:

- Owning your role in the system of racism
- Understanding where your privilege lies and how you can leverage to support others
- Strategies to support people of color collectively

CONDUCT CANDID CONVERSATIONS

Teams that perform at a higher level have high trust. Trust does not just happen in a vacuum, it is built and maintained with open and candid communication. However, candid conversations are not easy to conduct. We will tackle these issues together in our interactive, hands on workshop. Together, we will learn how to:

- Understand the necessary ingredients of a candid conversation, barriers to having them, and strategies to overcome them
- Apply the roles of advocacy and inquiry to conduct candid conversations
- Conduct candid conversations through our proven simple 3-step process utilizing real-life scenarios

UNPACK PRIVILEGE

Every person has a role to play in improving diversity and inclusion in their workplace or community, and understanding your level of privilege is critical in being an effective ally to others. In this session we'll talk through specific action steps you can take as a leader to be a part of the solution. Together, we'll discuss:

- How to identify and recognize your own privilege
- What privilege affords personally, professionally, and financially
- How systemic privilege works and how to recognize it

UNCOVER UNCONSCIOUS BIAS

We all have our biases. By creating a safe environment for your team to learn about bias, we can create positive change. In this highly collaborative talk, Julie will share stories, ideas, and research from the Cultural Intelligence Center's unconscious bias certification program. In this workshop, leaders will learn how to:

- Increase awareness of what unconscious bias is and why it matters
- Understand the sources of unconscious bias and how bias can influence interaction with others
- Develop strategies to combat bias and to use differences synergistically to improve intercultural effectiveness

BIAS IN HIRING (201 COURSE TO UNCONSCIOUS BIAS)

There has never been more demand for diverse talent. Organizations that understand the business case for diversity - better innovation, higher revenues and profits just to name a few - are motivated now more than ever to hire inclusively. It is becoming obvious that Corporate America has a woeful leadership gap of people of color, women, those with disabilities, those in the LGBTQ+ community, and it is raising some big red flags from customers, boards, and employees. The first step is often to recruit and hire more diverse talent, but it is not that easy. In this virtual, interactive workshop we'll learn how to:

- Diversify Where You Recruit Talent
- Avoid Job Description No-Nos
- Manage Interviewing Bias

BIAS IN PERFORMANCE MANAGEMENT (201 COURSE TO UNCONSCIOUS BIAS)

Most businesses strive to be as meritocratic as possible with talent and performance management, but unfortunately, the systems are imperfect and all too often biased. As many studies have shown, without structure, people are more likely to rely on gender, race, and other stereotypes when making decisions. With guidance and education, we can address the bias in our performance management systems. In this session we'll discuss:

- Performance Bias - Biases that affect how we evaluate performance
- Best Practices - What to avoid in your management processes and what to encourage
- Scenarios - Practice techniques to manage bias



PROGRAM OFFERINGS

GENDER EQUALITY

BOLSTER YOUR AUTHENTIC CONFIDENCE

Gender socialization creates gaps in confidence between boys and girls, and it is exacerbated later in life in Corporate America. There is a solution to this problem. Participants in the workshop will walk away with tangible commitments to take action on right away. Together, we will learn how to:

- Know Your Sources of Confidence
- Build Strategies to Surround Yourself with Sources of Confidence
- Reflect on Challengers and Proactively Engage with Them

BUILD A WINNING CAREER GAME PLAN

Women with a plan, win. In fact, their chances of success are 80% higher. In this workshop, Julie leads a collaborative discussion for participants to learn alongside one another. Participants walk away with tangible commitments to take action on right away. Together, we will learn how to:

- Craft Your Purpose Statement
- Set Tangible Goals and Prioritize Aspirational Competencies
- Determine Your Critical Actions Steps

ENGAGE MEN AS ALLIES

Research shows when women's leadership initiatives are supported by men as allies, results are 3x better. That is why we need men as allies for gender equality. In this workshop, we will discuss:

- Why now is a pivotal time for allies to join the conversation
- The do's and don'ts of allyship
- The four core strategies of allyship

INTEGRATE WORK AND LIFE

The pressure of "how do I do it all?" is daunting. Recent data shows 31% of women feel overwhelmed with life right now. In this workshop, inclusive leadership speaker, executive coach, and author, Julie Kratz leads a collaborative discussion for women and their allies to learn alongside one another. Together, you will be able to improve your work-life integration plan by:

- Knowing your why (and saying no to things not aligned with your why)
- Giving to others through compassion (giving to give)
- Prioritizing sleep (yes, sleep)

INTERRUPT GENDER BIAS

Gender bias is much more subtle today than the blatant bias we used to hear and see in the workplace 20 years ago. Yet, what we find is that bias is still there, it is just not as overt as it once was. It is unconscious. It is thought, not shared publicly. Studies show that 95% of people experience gender bias. In this workshop, we will discuss:

- What Gender Bias is and Why it Matters
- Types of Biases that Affect Women in the Workplace Today
- Strategies to Manage Bias in the Moment

UNDERSTANDING INTERSECTIONALITY AS AN ALLY

We are not one-dimensional people. It is these varying dimensions of identity that make us all unique. As a result, our approach to creating and maintaining a diverse, inclusive workplace must include knowledge about how these various identities intersect and play a vital role in how people engage with one another. During this workshop, Julie Kratz will share ways to recognize intersectional identity in your workplace and help you break down barriers to success. Together we will discuss:

- What intersectionality is and why it is important now more than ever
- Common microaggression experiences people of color and minority groups face in the workplace and ways to call in allies
- The dangers of assumptions about intersectional experiences and how to be inclusive as an ally



PROGRAM OFFERINGS

DIVERSITY DIMENSIONS

STRIVE TO BE AN ALLY FOR THE LGBTQ+ COMMUNITY

In this collaborative workshop, Julie will share best practices, ideas, and research from her books on allyship as it relates to being an ally to the LGBTQ+ community. Together, we will learn how to lead like allies and create space for all people to feel like they belong in the workplace. In this workshop, leaders will learn:

- Language & History - What the acronym means and the history of LGBTQ+ rights
- Actionable ally best practices
- How to ensure a culture of belonging for everyone and facilitate being out at work in a safe, brave way

BE INCLUSIVE FOR THOSE WITH DISABILITIES IN THE WORKPLACE

One in four adults in the United States has some form of disability. Disability is part of the human experience, but we often do not promote understanding, dignity, and respect for people with disabilities. Through education and awareness around disability inclusion, we can work to ensure that adequate policies and practices are in effect for this community. In this workshop we'll discuss:

- The human and business case - why this matters to all humans and businesses
- Key phrases and terms to lead like an ally for those with disabilities
- Best practices and techniques to foster belonging and ensure success for those with disabilities in the workplace

BROADEN YOUR DEFINITION OF DIVERSITY

In this collaborative workshop, Julie will share best practices, ideas, and research from her books on allyship to help attendees broaden their definition of diversity beyond just race and gender. In this workshop, leaders will learn:

- Why definitions matter and the importance of understanding diversity is more than just race and gender
- How privilege is a chance to be an ally by reviewing a privilege wheel and dimensions of difference
- How to create a culture of belonging for all to be an ally to people different than you

CREATE SPACE FOR OTHERS DIFFERENT THAN YOU

Being an ally is being there for someone that is this different than yourself. Perhaps it's someone of a different race, gender identity, LGBTQ+, or someone with a disability. There are many more dimensions to diversity. People can't self-proclaim to be allies for others, rather it is through day-to-day actions and behaviors that one demonstrates to others that you want to be an ally for them. In this workshop, leaders will learn how to:

- Embrace the tension of paradox through appreciating ambiguity with diversity and inclusion
- Separate intentions vs. impacts to coach others on how to be inclusive
- Call people into the diversity conversation and promote healthy accountability as allies

LEAD WITH VULNERABILITY & EMPATHY

Empathy and vulnerability are tough topics for today's inclusive leader. It can be hard to empathize when we have different lived experiences with diversity. Together, we will discuss empathy and vulnerability as an ally in this interactive, hands-on workshop. We will learn how to:

- Be vulnerable first to give others permission to be vulnerable
- Practice taking on others' perspectives helps your team
- Trust without knowing the outcome with practical exercises to set the expectation for leaders to care and measure progress on equality

STRETCH TALENT EQUALLY

Teams perform at a higher level when everyone feels heard. Stretching talent equally across your organization takes conscious effort and intention. This workshop addresses the issues that get in the way of engaging and challenging the underrepresented employees on your team equitably. We will walk through these tactics together in our interactive, hands-on workshop:

- Give Candid Feedback - give constructive feedback to all employees equally
- Challenge with Care - Provide Opportunities to grow high potential talent
- Coach - Coaches facilitate ideas rather than give advice



PROGRAM OFFERINGS

DEI STRATEGY & SYSTEMS

HOW TO MEASURE DEI

In this workshop, we will discuss proven tips and tools to measure diversity and inclusion in your organization. The business case for diversity is not a secret, countless studies have proven there is a clear ROI for teams that have prioritized diversity, equity, and inclusion. Inclusive teams make better business decisions 87% of the time, firms with more diverse management teams have 19% higher revenues, and gender and racial diversity lifts profitability rates 20-36%. In this virtual interactive workshop, we will:

- Determine how to prioritize data that truly drives diversity and inclusion
- Discuss crafting meaningful metrics that capture diversity and inclusion activities
- Learn how to create a diversity and inclusion scoreboard for accountability

DEI STRATEGY & ROADMAP

As with any business plan, the path to a more inclusive organization should start with a strategy. To craft a strong diversity and inclusion strategy, you need clarity. In this workshop, we'll discuss how to approach developing the strategy around diversity, equity, and inclusion for your organization, and how to create a roadmap for success. In this virtual interactive workshop, we will discuss best practices for how to:

- Define what inclusion means to your organization
- Craft a compelling "Why" for why this is important for your organization now and in the future
- Build an intentional road map of inclusion to support the strategy

DEI COUNCIL AND ERG ORGANIZATION

In Corporate America, most large corporations have had long-standing diversity and inclusion functions of their business. Many formed Employee Resource Groups around gender, race, ethnicity, and other dimensions of diversity decades ago as a safe place for people in minority groups to support one another. Since then, many also have launched Diversity & Inclusion Councils to facilitate positive change on workplace inclusion. It is not a one-size-fits-all model for diversity and inclusion. In this workshop, we'll discuss:

- The purposes of D&I Council vs. ERGs
- Case studies of organizations that have successfully managed D&I Councils and ERGs
- Best practices of D&I Council vs. ERGs



PROGRAM OFFERINGS

TEAMBUILDING

BUILD TRUST WITH YOUR TEAM

The most successful teams are those built on a foundation of trust. Gone are the days of the trust fall and ropes courses to build trust as a team. In our increasingly virtual environment, we have to build trust while distanced. In this workshop, we'll discuss:

- Self-Trust - Trust often begins within. It is hard to extend trust to others if you do not trust yourself
- The 5 behaviors of a team - proven attributes to improve trust as a team
- Best practices and techniques for building trust as a group

COACH YOUR TEAM TO SUCCESS

Leaders that ask versus tell are more successful. Their teams get more done. In this workshop, Julie leads a collaborative discussion for participants to learn alongside one another. Her engaging approach welcomes story and strategy sharing across diverse groups. Participants walk away with tangible commitments to take action on right away. Together, we will learn how to:

- Practice Active Listening
- Ask Crisp, Open-Ended Questions
- Promote Self-Discovery

MANAGE YOUR TIME

Time is finite. We only have so much time in our day, and often feel like a victim to it. We often reflect at the end of a day, where did all the time go? Yet, we have choices in how we choose to spend our time. If we focus on the mundane, easy, yet unimportant tasks, we are far less likely to complete the challenging, yet important tasks. It's all a matter of prioritization. In this workshop, we'll discuss:

- Barriers - those that are real and often unreal
- Techniques - proven tools and ideas to better manage your time
- Priorities - To-do list organization processes that work

NEGOTIATE FOR WHAT YOU WANT

Men on average negotiate 4x than women. Yet, women negotiate far better for others than themselves. This is something we all can get better at together as allies. In this workshop, Julie will share research, tools, and guide leaders to negotiate for what they want effectively. Leaders that speak up and ask for help and help their teams succeed get results. Together, we will collaborate on these core objectives:

- Preparation techniques and tools
- Discussion framework to ask and listen
- Close the conversation effectively

RESOLVE CONFLICT PROACTIVELY

Conflict feels easy to avoid. Yet, it usually gets bigger the more we avoid it. Every team has it. It is leaders that mine for conflict that have healthy teams. In this workshop, we will learn how to:

- Demand Debate in a Healthy Way
- Hold Your Team Accountable through Ground Rules
- Build a Culture Based on Trust

SOLVE PROBLEMS TOGETHER AS A TEAM

In this workshop with your team we'll do some real hands-on activities to establish a positive decision-making environment. Utilizing some real-life scenarios and workplace operational problems, we'll walk through the following actions:

- Take a Problem-Solving and Decision-Making Assessment together as a team and begin with a debrief of our results.
- Learn about a 5 step approach to problem solving as a team
- Apply this problem-solving approach to our problem, live

COMMUNICATE WITH YOUR NATURAL DISC STYLE

Communication is never perfect on any given team. As much as we will others to change for us, people stay the same. The only choice we have is to self-reflect and flex to others to help shape their behavior. DiSC is a powerful tool to help leaders know their natural style and flex their styles to others. In this communication workshop, we will:

- Learn About Your Natural Communication Style
- Discover How to Flex Your Style to Meet the Needs of Your Audience
- Commit to Specific Strategies to Continuously Improve as a Leader

STRENGTHEN YOUR EMOTIONAL INTELLIGENCE

Emotional intelligence by definition is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict. This is one of the most important differentiators for today's Corporate America leader. In this workshop, we will learn how to:

- Assess One's Emotional Intelligence
- Learn the Neuroscience Behind Emotional Intelligence
- Practice Strategies to Improve One's Emotional Intelligence