




CREATING A CULTURE OF DIVERSITY, EQUITY & INCLUSION



EVERYONE FEELS THAT THEY BELONG	ACKNOWLEDGE
<p>Promises, Promises!™ <i>Delivering results and being truly inclusive</i></p> <ul style="list-style-type: none"> • Understand privilege • Transform from fear based communication to needs based communication 	<ul style="list-style-type: none"> • Getting to know people helps break down barriers • Understanding the often unexpressed needs of others helps to personalize the impersonal <p>Acknowledgement ≠ Agreement</p>
MANAGE BIAS	TAKE INITIATIVE
<ul style="list-style-type: none"> • Understand we all have bias • Understand the dangers of unconscious bias: they can end up managing us • Make the unconscious, conscious so you can make an intentional choice <p>Pause → Ponder</p>	<ul style="list-style-type: none"> • Understand that inclusion is a choice • Create an environment of inclusion • Engage with all people groups

AGENDA

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<p>Introduction to Diversity, Equity & Inclusion</p>	<ul style="list-style-type: none"> • The case for diversity, equity and inclusion • Understanding the elements of Diversity, Equity and Inclusion • Experiential activity: Promises, Promises!™ 
<p>Using The Diversity, Equity & Inclusion Model</p>	 <ul style="list-style-type: none"> • Acknowledge • Manage Bias • Take Initiative • Everyone Feels That They Belong
<p>The Impact of Acknowledge</p>	<p>Acknowledgement ≠ Agreement</p> <ul style="list-style-type: none"> • Communication of perspectives • Being self aware of bias
<p>Knowing and Understanding My Bias</p>	<p>Pause → Ponder</p> <ul style="list-style-type: none"> • Questions to consider
<p>Taking Initiative</p>	<ul style="list-style-type: none"> • Choose to create a diverse, equitable and inclusive environment, every day
<p>Everyone Feels That They Belong</p>	<ul style="list-style-type: none"> • Intentionally reach out to others for inclusion • Experiential activity: Real Estate™ - ensuring people feel included