CREATING A CULTURE OF DIVERSITY, EQUITY & INCLUSION

**EVERYONE FEELS THAT THEY BELONG**

**Promises, Promises!™**
*Delivering results and being truly inclusive*
- Understand privilege
- Transform from fear based communication to needs based communication

**ACKNOWLEDGE**
- Getting to know people helps break down barriers
- Understanding the often unexpressed needs of others helps to personalize the impersonal

**PAUSE > PONDER**

![Diagram](image)

**MANAGE BIAS**
- 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

**TAKE INITIATIVE**
- Understand that inclusion is a choice
- Create an environment of inclusion
- Engage with all people groups

**Acknowledgement ≠ Agreement**
## AGENDA
### CREATING A CULTURE OF DIVERSITY, EQUITY & INCLUSION

| **Introduction to Diversity, Equity & Inclusion** | • The case for diversity, equity and inclusion  
• Understanding the elements of Diversity, Equity and Inclusion  
• Experiential activity: Promises, Promises!™ |
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| **Using The Diversity, Equity & Inclusion Model** | • Acknowledge  
• Manage Bias  
• Take Initiative  
• Everyone Feels That They Belong |
| **The Impact of Acknowledge** | **Acknowledgement ≠ Agreement**  
• Communication of perspectives  
• Being self aware of bias |
| **Knowing and Understanding My Bias** | **Pause ➔ Ponder**  
• Questions to consider |
| **Taking Initiative** | • Choose to create a diverse, equitable and inclusive environment, every day |
| **Everyone Feels That They Belong** | • Intentionally reach out to others for inclusion  
• Experiential activity: Real Estate™ - ensuring people feel included |