

## DEI Development Training Plan

Please register for all live sessions which will prompt an automatic recording to be sent directly to your email should you miss any live sessions. Modules will be facilitated from a presentation, along with handouts, resources, assignments, and opportunity for engagement. We look forward to starting this learning journey together.

Topic:	Date:
<p><b><u>What is Diversity, Equity and Inclusion?</u></b> Define diversity, equity, and inclusion. Explore how these topics affect our lives, workplace, communities and more. Create a foundation for the DEI learning journey to begin.</p>	<p>Wednesday June 15<sup>th</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Celebrating Multiculturalism in the Workplace</u></b> Gain practical tools to reduce cross-cultural misunderstanding and encourage positive cross-cultural working relationships.</p>	<p>Wednesday July 20<sup>th</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Disability Awareness</u></b> Disability awareness enriches our lives by learning to see the strengths in differences. Explore the history of disabilities in the workplace and the progress that has set laws into motion.</p>	<p>Wednesday August 17<sup>th</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Cultural Sensitivity</u></b> Strategies for ensuring everyone in the workplace is respected and treated appropriately, regardless of who they are. Discover how to consider the perspectives of others.</p>	<p>Wednesday September 21<sup>st</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Implicit Bias and Unconscious Bias</u></b> Discover our implicit biases through self-awareness. This training will provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors.</p>	<p>Wednesday October 19<sup>th</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Micro-Inequities and Micro-affirmations</u></b> Strategies for turning negative messages which cause people to feel devalued, discouraged, or excluded, into positive messages which cause people to feel valued, included or encouraged.</p>	<p>Wednesday November 16<sup>th</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Perception and Privilege</u></b> Explore effective strategies to influence and change perceptions in workplaces and communities. Presents an awareness of privilege in our society.</p>	<p>Wednesday December 21<sup>st</sup>, 2022 1:30pm-2:30pm</p>
<p><b><u>Diversity in Hiring</u></b> Explore step-by-step how to increase diversity effectively and objectively through recruitment efforts. Discover how we all can contribute to an inclusive work environment.</p>	<p>Wednesday January 18<sup>th</sup>, 2023 1:30pm-2:30pm</p>
<p><b><u>Applying DE&amp;I Every Day</u></b> Discover the key concepts of DE&amp;I to make it applicable and practical. Provide strategies around disrupting non-inclusive behavior and language.</p>	<p>Wednesday February 15<sup>th</sup>, 2023 1:30pm-2:30pm</p>
<p><b><u>Poverty and Disadvantaged</u></b> Engage in dialogue that answers: How does poverty affect learning and behavior? Discuss the role and responsibility that Workforce Development plays in poverty and the disadvantaged.</p>	<p>Wednesday March 15<sup>th</sup>, 2023 1:30pm-2:30pm</p>

<b><u>Unjust Situations in the Workplace</u></b> Examine unfair behavior in the workplace. Provide common examples of what you can do to create a safe work environment.	Wednesday April 19 <sup>th</sup> , 2023 1:30pm-2:30pm
<b><u>DEI, The Journey</u></b> Take time for self-reflection and self-evaluation. Focus on personal and organizational DEI learning and growth.	Wednesday May 17 <sup>th</sup> , 2022 1:30pm-2:30pm