

Diversity, Equity and Inclusion at Work

A whole leader approach to creating an inclusive workplace



Working with certified consultants and experts, you will dive into learning and conversations around diversity, equity, and inclusion. This work is designed to be challenging, and yes, at times uncomfortable. We are committed to you being a more conscious leader, and effectively addressing racism and implicit bias at work is part of that journey.

Three Phases:

- **Gathering Data:** Clear picture of current state
- **Creating Alignment:** Shared tools for success
- **Getting to Work:** DEI Learning and Development Series

Overview:

- Data collection via survey
- Two-hour session with your leadership team to discuss data collected
- Learning cohorts established
- Five, 2-hour sessions
 1. **Setting the Foundation:** DEI Pathways to Building a Culture of Trust and Respect
 2. **Building Awareness:** Establishing Common Understanding and Language around DEI Concepts and Influences
 3. **Jumping In with Good Intentions:** Focusing on the Impact of Implicit Bias and Assumptions
 4. **Knowing Better to Doing Better:** Widening Perspectives to Grow Beyond Inequity and Micro Aggressions
 5. **Keep Practicing:** Integrating DEI Insights and Practices for Trust and Respect

Next Steps:

- Email info@henleyleadership.com to schedule an initial discovery conversation
- Receive proposal with outcomes and fees
- Start the series!