



# Leadership Development for DEI&B

Research shows that organizations leading the way in diversity, equity, inclusion & belonging (DEI&B) make learning a top priority.

Take a tour of Verb's new leadership pathways built to support your organization's DEI&B efforts.

## Inclusive Leadership



### WHERE INCLUSION BEGINS

Think of this as your DEI&B crash course!

- Understand key terminology related to DEI&B
- Uncover your personal perceptions of DEI&B, and how this can impact your team
- Learn how you can personally contribute to inclusive leadership

### BUILD TRUST

Explore what trust means to you and others, and what it takes to develop it.

- Understand how trust differs on a cultural and individual level
- Develop trust with co-workers and colleagues
- Learn how to trust more quickly by leveraging 'swift trust'



### PSYCHOLOGICAL SAFETY

Learn how to empower people to share ideas and be themselves by cultivating an environment of psychological safety.

- Uncover what people are thinking - both the good and the bad
- Understand what others need to feel safe
- Develop responses to sharing that promote psychological safety

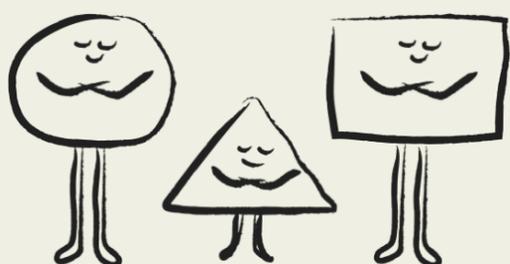
### BELONGING

Understand how you belong and support others in feeling valued and included at work. Participate in exercises designed to help you feel empowered, build trust, and create a welcoming environment.

### BECOME A MORE INCLUSIVE LEADER

Understand the connection between personal growth and leveraging others to help them grow.

- Avoid burnout while helping others to develop their skillsets
- Learn how to use human-centered leadership to support people in difficult times
- Uncover the key strategies implemented by top inclusion leaders



# Understanding Bias



## BREAKING DOWN BIAS

Learn about implicit bias including what it is, how it happens, and how you can prevent it from doing harm.

- Dig into what shapes your individual perspective
- Understand others' perspectives to help them bring their best to work and add to your team's diversity of thought

## BRING GLOBAL PERSPECTIVE

A global perspective helps your organization tap into new ideas and solutions. Learn how to cultivate and broaden this perspective so your team can make a bigger impact.



## QUESTIONING ASSUMPTIONS

Assumptions play a silent but influential role. Learn to identify and question hidden assumptions that block innovation, and pave the way for connecting with others to develop innovative ideas.

# Anti-Racism



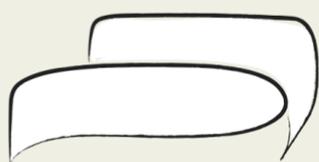
## INTRODUCTION TO ANTI-RACISM

Learn about available resources and reflect where you currently are in your learning.

- Review foundational definitions of racism and anti-racism
- Consider how racial and ethnic categories are defined by institutions, and why it matters

## EXAMINING CULTURAL RACISM

The way you perceive and understand racism directly guides your efforts to work against it. Clarify how you define racism and how you understand it in the context of culture.



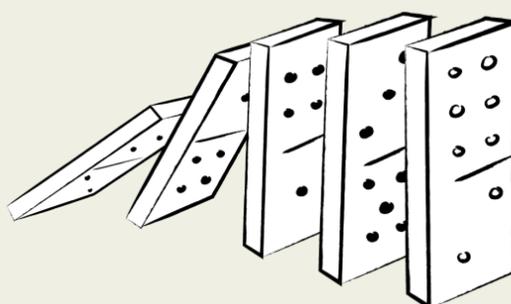
## RACISM & LANGUAGE

The way you talk about racism makes a difference.

- Explore the way word choices can shape feelings, thought and actions
- Examine how speech and language affect people's perceptions of one another
- Develop skills for engaging in a responding to discussions about races

## UNDERSTANDING RACIAL EQUITY

Learn how racism can be embedded in organizations and their policies. You'll also examine real-world examples so you'll be more equipped to identify – and dismantle – racism.



Develop Inclusive Leaders with Verb  
Contact us at [develop@goverb.com](mailto:develop@goverb.com) to schedule a demo today