




COURSE 1

Diving Into DEI

Interested in reaping the benefits of a diverse workplace, but not sure where to start? We recommend taking our flagship workshop. Walk away with an enhanced understanding of what we mean by diversity, equity, and inclusion along with practical tools for starting out.






COURSE 2

Identity and Intersectionality

Who we are and what we can bring to our organizations is a culmination of rich life experiences. In this session we will learn about what shapes us and defines our identities. We will also explore the concept of intersectionality and how our complex identities can also bring about multi layers of discrimination and bias.






COURSE 3

Using Structure and Clear Criteria to Bust Bias

Education is step one. Changing behavior and unbiasing decisions is a very difficult step two.

We can approach this challenge in a few different ways, one of which relies on structure. Use a structured process to guide decision-making, as it can help reduce the potential impact of unconscious bias.






COURSE 4

Unpacking My Bias

Despite our best intentions, all of us operate according to unconscious biases. We all have them and, though we don't realize it, they shape the way we make decisions. This training helps leadership teams uncover their own biases in order to make their actions, decisions, and behaviors conscious and aware. This training is a necessary step toward achieving an equitable workplace.






COURSE 5

Reducing Microaggressions and Utilizing Inclusive Language

Giving your first thoughts a second look and recognizing subtleties can help you create a more inclusive culture. There are many subtle ways humans signal and cue one another. In some cases unconscious biases can influence the signals sent, sometimes in the form of negative cues that researchers call “micro-inequities.” Repetitive exposure to these instances can add up over time and drastically affect someone’s feelings of belonging and worth.





COURSE 6

Communicating Across Differences

Weak communication practices lead to weak results. This training teaches leaders and staff to strengthen their communication practices to impact decision-making, relationship-building, and overall workplace culture. Drawing from Fernando Flores' Speech Acts Theory, among other leading research in the field, this training enables stakeholders at any level to communicate honestly, effectively, and with resilience. These skills construct a necessary foundation for equity in any organization.

