



Diversity, Equity & Inclusion Workshops

Experiential, interactive and engaging workshops
with Rapid Learning's DEI Experts

Enlightened leaders know that building a culture of diversity, equity and inclusion (DEI) is more than the right thing to do. It's the smart thing to do. Organizations who embrace DEI outperform those who don't with **higher levels of customer satisfaction, employee satisfaction and profits.**

The challenge is, many organizations don't have the expertise or resources to get it done. Despite good intentions, leaders are uncomfortable addressing these issues and don't want to do or say the wrong things.

These workshops give you the support you need. Our highly trained DEI experts will help you navigate the conversation, sensitize your entire organization to the key issues, and show your leadership team why their actions and communication is so critical.



Experiential, interactive and engaging

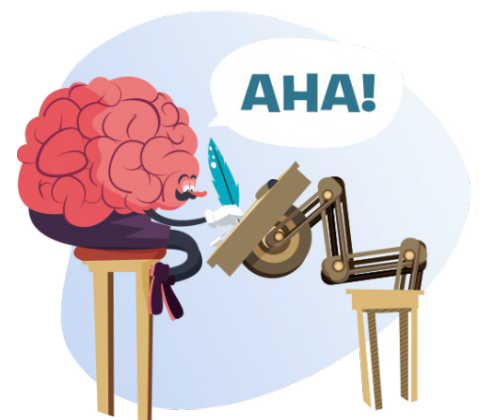
These workshops employ the following methodologies to ensure that your learners engage with the learning and feel that their time wasn't wasted.

- **Dialogue:** in pairs, in small groups (4-5 people), and as a larger group
- **Videos:** visually engaging short bits of relevant information
- **Short self-survey:** individual tool to create awareness around own bias
- **Presentation:** short insight bursts shared by facilitator (e.g. science behind bias)
- **Reflection:** enough 'white space' to consider, internalize, utilize worksheets, etc.
- **Scenarios:** showcase real world situations to diagnose and discuss

What we hope to walk away with

Here are the learning objectives for the workshops:

- **Understanding:** Understand what unconscious bias is, how it works and where it comes from
- **Awareness:** Become aware of your own unconscious bias, and how they influence your decisions and interactions with others
- **Appreciation:** Demystify differences and develop deeper appreciation for all people
- **Ownership:** Instill a sense of owning personal bias, and be equipped to shift towards awareness & inclusion
- **Action:** Explore tools and actions that will contribute to a more inclusive environment



RL-DEI Program #1:

Diversity, Equity & Inclusion: Creating the Organizational Mindset

90 Minutes — designed for all employees

- Understand the “why” behind diversity, equity and inclusion.
- Develop a common vocabulary around terms such as culture, diversity, equity, inclusion and intercultural competence.
- Understand how your employees’ race, gender, social class, religion and nationality impact attitudes and behaviors.
- Help your people identify and appreciate the beliefs, values and norms of their own culture, and recognize differences and commonalities in other cultures.
- Engage productively with people who exhibit a different worldview, value system and communication style.



RL-DEI Program #2:

Leading in a Diverse, Equitable & Inclusive Organization

120-150 Minutes — designed for all leaders within your organization at any level

- Develop inclusive leadership skills that allow your leaders to evaluate inclusion and equity on their team.
- Understand the impact that race-based and other forms of identity-based trauma might have on employee well-being, productivity, and profits.
- Explore the concept of unconscious bias and experience how it can influence team morale and performance.
- Deploy a strategy managers can use to check for bias in themselves and others.
- Learn and practice new skills to manage and mitigate unconscious bias.





*“Diversity is being invited to the party;
inclusion is being asked to the dance.”*

-Verna Myers

If you'd like to learn more about either of these workshops, **schedule a free DEI call** and we'll get you started. Or give us a call at (877) 792-2172.

About BTS Rapid Learning

BTS Rapid Learning is a pioneer in single concept, research-based sales and leadership micro-training. Our goal is to make training easier by providing short (5- to 7-minute) videos that can be deployed in the flow of work. Customers use them as self-directed learning, for one-to-one coaching, and for group coaching. To learn more, visit www.rapidlearninginstitute.com.

In January 2020, BTS acquired the Rapid Learning Institute. BTS is global leader in instructor-led, virtual and digital leadership and sales training. It's team of 700+ highly-trained experts deliver coaching in 34 languages and 37 countries.