

**Diversity, Equity & Inclusion for Executive Leadership**

**Course Number:** DEI-108
**Duration:** 0.3 days

**Overview**

A true belief in DEI requires a commitment to growth, transformation, and well-being. The journey lies in empathy, understanding, and solidarity, and it requires not just acceptance of DEI’s principles, but a willingness to prioritize them.

This 2-hour, live, online DEI for Executive Leadership seminar provides the insights, experience, and tools to integrate transformational change in the form of next-level inclusive leadership. Attendees learn how to be champions of global diversity in the workplace by crafting partnerships with a culture of inclusion and respect to maximize employee productivity, satisfaction, and retention.

**Prerequisites**

No prior coursework is required.

**Materials**

* DEI for Executives attendees receive comprehensive, creative advocacy materials.

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**Software Needed on Each Student PC**

An online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including the use of breakout rooms for group activities.

**Objectives**

* Confirm a meeting of the minds on the current landscape/status of your organization through the prism of DEI
* Establish the core tenets and traits of an inclusive Executive Leader
* Utilize creative advocacy and storytelling as impactful DEI tools for Executive Leaders
* Explore what it means to make and sustain DEI Heart Strides™
* Sustain a culture of empathy, vulnerability, bravery, and accountability in this current workplace and global climate
* Transform candid and courageous conversations to the next level of comfort and connection
* Establish an environment that acknowledges trauma, harm, and lived experience and best practices to support the team and organization through these circumstances
* Engage the stakeholder ecosystem in understanding cultural competencies and cultural humility
* Advance strategies for comprehensive safe and inclusive spaces for strategic planning processes to authentically grow and thrive, bridging logistical and cultural boundaries
* Maintain awareness of emerging best practices and the growing body of research and data in the global diversity realm
* Frame challenges as a catalyst for growth with transparency and honor
* Implement the five key practices for inclusive leadership

**Outline**

* DEI is a Practice, a Commitment, a Choice, and a Journey
* Briefly Reassess the current Landscape and Status of Your Organization Through the Prism of DEI (Organizational Culture, Environment, and Landscape Analysis)
* DEI Matters Legally, Socially, and Ethically
* The Voice of the Inclusive Leader
* Storytelling + Active Listening + Empathy = DEI Transformation
* Pivotal Communications and Inclusive Engagement Strategy
* DEI Heart Strides™ and its Impact Throughout the Process
* Reframe Challenges and Obstacles as a Catalyst for Growth
* The Hill to Die On
* Harm, Fear, and Trauma: Calling it By Name
* The Real Fears and Challenges of Taking On DEI
* Introduction to Harm Reduction, Healing Models, and Restorative Practices
* Creative Advocacy: Consider Your Audiences and How They Process Information
* Messaging Within the Stakeholder Ecosystem
* Create Avenues for Broad-Based Engagement From All Stakeholders in This Process
* Cultural Competency/Humility and Building Bridges
* Stay Current on Best Practices and the Balance of Structure and Organic Growth