

**Diversity, Equity & Inclusion Practitioner**

**Course Number:** DEI-102  
**Duration:** 1 day

**Overview**

Learning [DEI fundamentals](file:////training/dei-demystified) is just the first step.  Introducing organization-wide diversity, equity and inclusion (DEI) values and practices requires a comprehensive, thoughtful, and skilled process. The next course in the series, DEI Practitioner, teaches participants how to drive a DEI Initiative for their own organization.

A successful strategic approach is built upon a critical and delicate balance. A short- and long-term strategic model must be rooted in needs assessment, research, core values, and collective vision. It must also be a practical, feasible, dynamic plan that considers the culture, nuances, resources, and timeframe of the organization.

**Prerequisites**

This course presumes prior exposure to diversity, equity and inclusion values and fundamentals, as taught in Accelebrate’s [DEI Demystified](file:////training/dei-demystified) course. However, we would be delighted to tailor it to any level of prior experience, by incorporating key modules from the DEI Demystified course, to ensure that participants are fully prepared for all elements of this hands-on practitioner training.

**Materials**

* DEI Strategic Overview High-level Template(s)
* DEI Trainer and Facilitator Interactive Exercises
* Ongoing Access to the DEI Resource (Curated) Library upon completion of this course
* The DEI Practitioner Course Deck
* DEI Overview Materials for all employees
* DEI Terminology Resource (Curated)

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**Software Needed on Each Student PC**

For in-person deliveries, attendees will need computers, as they will build strategic plans and DEI initiative models for their organizations during the class. We will also provide full classroom setup instructions that will include seating in small and large groups with supplies such as flipcharts, sticky notes, markers, and pens for the attendees and a projector and Internet connection for the instructor's laptop.

Online deliveries for this interactive training will use an online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including use of breakout rooms for group activities.

**Objectives**

* Understand, prioritize, and embrace the values and practices of DEI
* Identify the purpose for creating a DEI Initiative at your organization
* Establish guiding principles and vision for this process
* Assess and review the current landscape and status of your organization through the prism of DEI
* Understand the core elements of a comprehensive strategic DEI model and plan
* Learn the key components of driving a DEI Initiative
* Explain how to build a team of DEI advocates
* Discuss how to build a safe and inclusive space for the strategic planning process to authentically grow and thrive
* Create avenues for broad-based engagement from all stakeholders in this process
* Explore the essential components of community practices and agreements that support the ongoing process of building a DEI initiative

**Outline**

* Introduction
* Organizational Transformation and its Benefits
* DEI Demystified Reviewed
* Diversity, Equity & Inclusion (DEI) Defined and Revisited
* The Power of DEI When Prioritized and Integrated Throughout Your Organization
* DEI Heart Strides™ and its Impact Throughout the Process
* The Decision to Launch or Transform an Organization’s DEI Initiative
* The Comprehensive DEI Diagnostic Assessment
* Team Interviews, Organizational Culture, Environment, and Landscape Analysis
* Building the Team of Early Innovators and Influencers
* Initial Team Building (and Ongoing)
* Research and Vet Strategic Plan Models and Frameworks
* The Essential Elements of a DEI Strategic Action Plan
* Build A Process Infrastructure
* The Pivotal Communications and Engagement Strategy
* Introduction to Harm Reduction, Healing Models and Restorative Practices
* Build New Habits – Micro Behaviors
* The Five Pillars of a Sustainable DEI Initiative
* Professional Development – Training the Facilitators and Teams
* Calling All Stakeholders
* Stay Current on Best Practices and the Balance of Structure and Organic Growth
* Creative Advocacy: Consider Your Audiences and How They Process Information
* Design a Sustainability and Succession Plan Strategy at the Outset
* Recognize that DEI is a Practice, a Commitment, a Choice, and a Journey