



## Diversity, Equity and Inclusion: Bringing Candid Conversation About Overcoming Bias and Fostering Inclusion Into Your Organization

Talking about bias and inclusion in our current cultural context absolutely has to consider race-based bias – especially anti-Black racism. At the same time, while the moment requires us to respond to the egregiousness of this particular bias, we all know there is a long history of bias and exclusion based on various identity markers. Gender. Sexual orientation. Ethnicity. Disability. Religion. Depending on where you find yourself in the world, any of these can affect not only your social and economic well-being, but may actually be a matter of life and death.

Some of us have been – and continue to be – part of the long process of overcoming these biases and the barriers to full inclusion that they create. Many of us have benefitted from the hard work done by others. We also know that this work is not finished, and that there is an opportunity for individuals and organizations to step forward on this. We have created this program as an opportunity for people to come together in a process that will allow for deeper learning about bias, and for identifying new opportunities for each person to contribute in even more impactful ways to the creation of a fully inclusive future environment.

For the team at PDLG, doing this work is about equipping us all to work together to help create a world in which everyone can feel free to fully be themselves. It is an expression of our commitment to our fundamental humanity, and an acknowledgement of our deeper interconnectedness.

### What the process is all about

The process starts from an important assumption: That you value diversity and full inclusion for yourself and others, that you wish to avoid (unintentional) bias, prejudice and stereotyping, and that you want to constructively contribute to creating/cultivating a world of full inclusion and equity for all.

With this as the starting point, the process we will engage in involves three moves:

- 1 Enhancing awareness** of biases, blind spots, and (un)intended “exclusions” of aspects of others’ identity and experience.
- 2 Deepening insights and understanding** of the impact of biases, blind spots, and (un)intended exclusions of aspects of other’s identify and experience.
- 3 Identifying constructive, creative actions** to promote fuller inclusion and equity that follow from our deeper insight and understanding.

As we engage in these three moves, you will have the opportunity to consider your personal world, your organizational world, as well as the larger world of your community (city, country). On the next page are some examples of ways that we partner with organizations to foster these important conversations:



<p><b>Workshops:</b></p>	<p>Group sessions offer an opportunity for participants to learn about themselves, and how bias might unintentionally shape decision-making and actions. And more importantly, it is an opportunity to create an environment to listen and learn from each another how different forms of bias and exclusions – unintended or not – impact us. Participants leave these sessions with strategies on actively inviting a broader inclusive lens into their professional and personal life. This is the ground work to be done if we want to drive meaningful change towards a more inclusive and equitable future.</p>
<p><b>Listening Sessions:</b></p>	<p>These facilitated conversations help equity seeking groups hold candid, thought-provoking conversations with their allies in order to create awareness, expand understanding, and foster dialogue in service of creating an inclusive environment.</p>
<p><b>Leadership Coaching:</b></p>	<p>Provide coaching support for leaders to support them in preparing for conversation about inclusion, equity and race. Conversation can include (but are not limited to)</p> <ul style="list-style-type: none"> <li>&gt; Coaching leaders who don't feel comfortable starting the conversation themselves and are looking for guidance/support</li> <li>&gt; Engaging in candid 1:1 conversation with leaders on issues including bias, racism, systemic discrimination. The goal is to help leaders voice their personal beliefs, lived experiences and perspective in an environment of non-judgement and curiosity and to empower them with strategies on approaching these conversation with colleagues and team members</li> <li>&gt; Helping leaders prepare to effectively lead conversations on race, allyship, bias and inclusion with their teams</li> </ul>

PDLG looks forward to meeting with you to discuss customized approaches that would help leaders within your organization curate thought-provoking and transformative conversations that explore bias and inclusion in the broader context of Diversity, Equity and Inclusion.

[www.peopledynamicslearning.com](http://www.peopledynamicslearning.com)

[donna@peopledynamicslearning.com](mailto:donna@peopledynamicslearning.com)