

4th Annual Diversity Conference

Morning Breakout Sessions:

Barbara-Ann Yates (www.womaneuvers.com): Building a Culture of Inclusivity Using Purpose Driven Leadership

Leading a diverse group, within time constraints towards an impending deadline can be froth with challenges that can impact the project and bottom line. How do you lead diverse groups towards effective collaboration and yield results? This session will provide the must have component of authentic leadership and illustrate its effective use. Attendees will come away with a clear strategy for focusing collaboration. Encouraging questions throughout presentation and after with Q&A

At the end of this session participants will be able to:

- Have a key strategy as a manager to create inclusivity.
- Employees will have a key strategy for being included
- Both managers and employees will have and be able to use IMMEDIATELY these tools.

Palana Belken, ACLU: Being Proactive with Pronouns

We all have moments where we have struggled with pronouns or how to talk about transgender identities respectfully. This workshop features a primer on language surrounding gender identity, a crash course in pronouns (including the gender neutral 'they'), and how to recover when you make a mistake. Participants will also learn how to proactively created inclusive environments with their language.

At the end of this session participants will:

- Feel comfortable asking others about their pronouns and offering their own
- Understand how to use gender neutral pronouns
- Proactively create inclusive environments with language

Liz Spath & Maggie Sloan, Mercer: Inclusive Benefit Design

During this session, Mercer benefit experts will explain how traditional employee benefit programs fail to support the diversity and inclusion goals of well-intended employers.

We'll provide trend data on typical family planning, gender reassignment, time off, and women's health benefits. We'll share stories of employers who faced internal and external obstacles when they tried to do the right thing, and how they were able to overcome these hurdles. We'll go deep on how to assess your current benefit programs, identify underserved populations, decide which best-practices will have the most impact, get more from your vendors, and build a strong business case to get your leaders on board.

Whether you're already a "best-place-to-work" or just beginning your journey toward workplace excellence, you will get practical advice on how to design an inclusive program, sending a clear and tangible signal of a culture that will attract, retain and motivate diverse talent.

At the end of this session participants will be able to:

- Understand typical program design and best practices
- Assess their own benefit plans for D&I alignment
- Make a business case for more inclusive design

Afternoon Breakout Sessions:

Eric Ratinoff, *The Mouse and the Elephant: Why Unconscious Bias Training is Not Enough*

Unconscious bias training is extremely popular right now, and it can help people become more aware of their unconscious biases and decrease them. But unconscious bias training also depends on changing individual hearts and minds. That limits its effectiveness, because sometimes it meets with resistance, sometimes people take the training and leave the organization, and sometimes, that one unconscious bias training simply isn't enough to stop unconscious bias – which, as its name suggests, happens at a sub-conscious level.

That's why leaders who want to create diverse, inclusive, and equitable workplaces need to examine how their organization's policies, practices, and processes – from recruitment and hiring to onboarding and performance reviews – might be perpetuating institutional bias.

This session will help participants understand the limits of a “downstream” solution like unconscious bias training, and understand how to identify and address “upstream” problems to create more sustainable solutions in their own organizations.

At the end of this session participants will be able to:

- Understand why unconscious bias training, and other similar “downstream” efforts to improve diversity, equity, and inclusion, are limited in their impact and effectiveness
- Identify multiple areas of their organization that might be perpetuating institutional bias, and how to assess and address potential bias
- Understand the five steps in the Path to Intentional Inclusiveness model, how to locate their organization on the path, and what they can do to help advance their organization toward intentional inclusiveness.

Dr. Ande Diaz, St. Anselm College Chief Diversity Officer: *Intercultural Development Inventory: A Tool for Preparing Our Workforce*

Intercultural competence can be defined as, “*the capability to shift perspective and adapt behavior to cultural differences and commonalities*” (2019 Mitchell R. Hammer, Ph.D.). Intercultural competence allows individuals to be aware of their own culture worldwide, have a positive attitude towards cultural differences, be knowledgeable about different cultures and learn the skills to understand, communicate and interact with other cultures.

The Intercultural Development Inventory (IDI) is an online, questionnaire that assesses intercultural competence. It is cross-culturally valid, reliable, and generalizable and can be used to generate group or individual profiles. Results are provided to respondents via a “debrief” session. Based on the results, individuals plan for their individual development toward a more intercultural mindset. A facilitator provides group-level results, with a session to provide opportunity to strategize about activities which will move the group forward to more cultural awareness and effectiveness. For information on the IDI please visit: <https://idiinventory.com/> *Video clips maybe shown if time allows*

At the end of this session participants will be able to:

- Become familiar with a tool (IDI) effective at increasing culture awareness
- Describe an example of how the IDI helps an individual or group to develop competence to adapt to cross cultural communication.
- Explain how insights about cultural mindsets can be used to reduce cultural conflict in workplace

Terri Tedeschi & Tracey Frye, NH Voc Rehab: Disability Awareness and Sensitivity Training for Supervisors and Managers

This session will engage participants in a discussion regarding the assumed pros and cons of four specific disabilities. Participants will be asked to choose a disability that they would want to have, if they had to have a disability, and one they would not want to have. The pros and cons will be written on the graph at the front of the room. This activity will generate much discussion about specific disabilities and our attitudes about them. Hopefully, this will help managers and supervisors to see the person first, not the disability, and as a result, make hiring and promoting choices in compliance with the ADA. Experts in the ADA arena agree that attitude training is the key to consistent ADA compliant, and *Pick a Disability* has been one of the more effective ways to sensitize managers and supervisors.

Pick a Disability is one of 12 modules from the “Windmills” Training Program which is a high-impact curriculum designed to change the perception of disability in the workplace.

At the end of this session participants will be able to:

- Objective one: Develop self-awareness around our attitudes towards individuals with disabilities.
- Objective two: Dispel incorrect assumptions regarding specific disabilities.
- Objective three: Improve compliance with the ADA.