

OUR OFFERING

Equality, Diversity and Inclusion



Introduction

To 'Unleash the Power of all' organisations need to ensure they are adopting an inclusive approach.

Our workshops will help you embed diversity and inclusion in an evidenced based way, enabling you to demonstrate how real change and value has been added to your organisation.

Our approach to learning

We are passionate about what we do and our approach which we call **REALITY** Learning



Relevant – Ensuring the learning is relevant both in context and application



Exciting – Capturing the excitement of the participant so they want to know more



Achievable – Ensuring participants feel confident that they can achieve



Lived – Focus is on a lived experience and telling stories to bring learning to life



Interesting – Incites the participants to want to know more



Transforming – Inspires individuals to make changes



Yields Value – Focus on measurable impacts to the business

For Leaders

Diversity and Inclusion

This session is aimed at leaders in organisations and explores the rationale for investing in Diversity and Inclusion training and suggests a proposed route forward.

This workshop can be delivered as a two-day face-to-face session or as 5 x 90-minute virtual sessions.

[Workshop details can be found on the next page...](#)

For Leaders

Exploring the Nature of the Beast (Day One)

- Defining equality, diversity, and inclusion
- The moral and business case for D&I

Infrastructure, Governance and Leadership (Day One)

- Regulatory Requirements, including ISO 30415 and overview of the BS76005 Standard
- Underpinning legislation and protecting against discrimination
- The strategic imperative for D&I

Managing D&I: The Internal Perspective (Day One)

- Introduction to Inclusive Leadership
- Unconscious Bias
- Key strategic roles, including D&I influencers
- Areas for action and potential blockers

Building Productive Relationships with External Stakeholders (Day Two)

- Stakeholder analysis
- Area of focus, including influencing the supply chain
- Risk Impact and Management

Living the DREAM (Day Two)

- Introduction to the DREAM model, including Data Analysis, Raising Awareness, Encouraging and Engaging Others, Aspire to Develop and Improve, Merge, Monitor and Embed new practices and processes.
- The behavioural model of change
- Group action planning

Becoming an Inclusive Leader

With diverse and inclusive teams making better business decisions 87% of the time the case of inclusive leadership is obvious. This 3 hour session will enable your leaders to adopt an inclusive approach and reap the subsequent

Content includes:

- Current Reality
- What is Inclusive Leadership?
- The Six Dimensions of Diversity
- Recognising Bias
- The Six Traits of Inclusive Leadership and how to implement them
- Business Benefits of being an Inclusive Leader

For Everyone

Contributing to a Diverse Workforce

This 90 minute session focuses on the factors that can lead to inclusion and exclusion, and positive steps everyone can take in the workplace.

Content includes:

- Introduction to Intersectionality – The Five Dimensions of Diversity
- Our individuality and identity, and how we are perceived in the world
- What does it mean to be included and excluded, including factors which can lead to this including neurodiversity
- Understanding my own bias and strategies to overcome this
- Considering the language we use and the signals it sends
- Actions we can take to support others, including allyship and challenging microaggressions

Cultural Awareness

This 90 minute session focuses on identifying how cultural misunderstandings occur and developing strategies in communicate across a range of cultures.

Content includes:

- Defining Diversity, Inclusion and Equality and the impact of each
- Celebrating Difference versus Celebrating Conformity
- Causes of Cultural Misunderstanding and how to overcome these
- Developing strategies to communicate and interact across a range of cultures

Engaging with Equality, Diversity and Inclusion Effectively

This workshop is designed for all employees to attend and will support the creation of an inclusive workforce in your organisation.

It can be delivered as a one-day face-to-face workshop or 3 x 90-minute virtual sessions.

Content includes:

- Why Equality, Diversity and Inclusion are important to organisations
- The nature of Diversity and Inclusion, including defining the terms
- The importance of Intersectionality
- The context of Equality, Diversity and Inclusion, including the legal framework, ISO 30415
- The Inclusive Leadership Approach
- Unblocking barriers to Diversity and Inclusion
- Introduction to the DREAM model including Data Analysis, Raising Awareness, Encouraging and Engaging Others, Aspire to Develop and Improve, Merge, Monitor and Embed new Practices and Processes.

These sessions can be run:

- **Virtually** – we would recommend using a bite sized approach using 90-minute sessions.
- **Face-to-face** – individual workshops at our premises or your organisations.

Please contact Helen@strategisolutions.co.uk to discuss further.

