

## How Do You Embrace People's Differences & Create Equity At Work?

Creating diverse teams and building an inclusive organization can have a tremendously positive impact on business performance. It requires leaders to create the right conditions for their teams to succeed, to implement the practices necessary for their diverse team members to be confident contributors as individuals and for the company to truly thrive.

Workplace equity ensures that everyone has access to the same opportunities, searches for unconscious bias and stereotyping within the company, and acknowledges the negative effect it has when inequity does exist. To make a sustainable impact though, leaders must learn not only to be culturally aware but also to increase actionable practices with a diverse, inclusive, and equitable workplace.



**Increasing Cultural Awareness To Drive Workplace Equity** is a powerful program that helps you gain the knowledge, skills, and abilities needed to shift individual perspectives and group behaviors where needed to create equity at work. Participants go deep to explore these critical concepts and engage in group activities to understand how any marginalized team member may experience the workplace. They then work together to design enhanced leadership and communication practices and more robust human resources programs to improve future performance.

To increase retention and enhance your learning experience, we recommend at least 2 separate workshops that build upon each other and are delivered approximately 2 weeks apart. This enables optimal self-reflection while also delivering sustainable change beyond the foundational learning achieved in Session I.

### Session I: Awareness & Knowledge (90-120 minutes)

- Pre-work assignments to explore unconscious bias & learn culturally-sensitive vocabulary
- Review concepts of explicit vs. implicit bias, micro-aggressions, privilege & working norms for majority vs. minority culture
- Engage in group dialogue, exercises & reflection to uncover ways marginalized populations may experience their workplace
- Post-workshop assignments to guide self-reflection & additional resources to enhance awareness



### Session II: Skills & Beliefs (90-120 minutes)

- Self-assessment & pre-work focused on fundamental leadership behaviors – like courage & being a change champion – to more effectively support colleagues of marginalized groups
- Review critical leadership behaviors & proven approaches for engaging & supporting diverse groups
- Observe key behaviors in action via video & practice new approaches before debriefing as a group
- Create developmental objectives to increase cultural dexterity & implement enhanced leadership & people practices – like recruitment, on-boarding, training & development – moving forward
- Post-workshop assignments to share individual & organizational development goals with direct supervisors, senior leadership & other team members as appropriate

### Self-Reflection: Videos • Articles • Podcasts • Tip Sheets

## Program Design

These critical concepts and learning objectives can provide significant value to any organization. This program, however, is most effective when customized to address your specific needs. As such, Plus Delta's team can develop a more tailored program that may incorporate specific workforce populations, deliver enhanced leadership competency models, or engage your leaders and team members as program champions.

Session I typically focuses on building fundamental awareness and knowledge. Session II then focuses on building skills and shifting perspectives and beliefs when engaging across differences. Before and after each session, participants receive key resources to enable self-reflection and reinforce individual learning.

Organizations that desire additional coaching and implementation support generally consider this enhanced approach after completing Session II when they are better able to identify and articulate their true needs.



## *Improving Performance Through Positive Change®*

### About Our Facilitators



**Tracy Jackson**  
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Tracy (She/Her) is an accomplished consultant, speaker, trainer, and coach. She is a highly engaging human resources leader with nearly 30 years of experience building and overseeing top-performing HR departments and teams. Tracy has worked with public, private, and employee-owned companies across a wide range of industries, and she is recognized for her ability to effectively implement common-sense people practices that foster dynamic, diverse, and highly motivated workforces.

A sought-after speaker and thought leader in diversity, equity, and inclusion, Tracy delivers powerful programs to increase cultural awareness. Over the years, she has helped organizations understand and address the repercussions of unconscious bias, assisted leaders as they unpack systemic advantage, and created workplace cultures where all employees can find belonging while celebrating their personal identity. Her extensive hands-on field knowledge and accessible demeanor make her a tremendous asset to her clients.



**Jennifer Manuel, MA**  
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Jennifer (She/Her) is an expert in workplace equity and brings nearly 20 years of global consulting, coaching, teaching, and research to her clients. A champion of integrating diversity and inclusion approaches at all levels, Jennifer helps organizations to mindfully implement practices that elevate diversity from a desired outcome to an essential component of any business or HR endeavor. She thrives on enabling her clients to embed inclusion within the broader context of values-driven leadership and strategic culture change to build more equitable and sustainable organizations.

Jennifer has deep expertise in the gender and racial pay gap specifically, focusing on human-centric solutions to complex business challenges. She is a sought-after speaker and thought leader in this arena and, over the years, has presented to the United Nations and just recently contributed to a Harvard Business Review article.

### For More Information

Are you properly engaging your diverse team right now? Concerned that your unconscious bias and perceived inequity is impacting performance at work? Call us today to discuss your specific situation and learn how to create equity and greater inclusion in your organization and increase your cultural dexterity at work.