



## A Growth Mindset for Growing Your Workforce Agenda

Building staff and organizational capacity through training that expands awareness and consciousness of differences and commonalities will be critical in building your future workforce. This workshop will provide a common language and understanding of key concepts and associated impacts of diversity, equity, and inclusion. Participants will learn how to build an inclusive culture for all and improve team engagement to meet people where they are. The workshop will include a variety of informational sessions, engaging activities and open dialogue.

Schedule	Duration	Session
8:00 am – 8:30 am	0.5	<b>Check In and Networking</b>  <i>A time to find your name tag, grab some coffee and talk with fellow attendees</i>
8:30 am – 9:30 am	1.0	<b>Session 1: Setting the Stage</b>  <i>Discuss the purpose of the workshop and explain the significance and impacts of diversity, equity and inclusion professional development. This session will outline the goals and objectives of the day, as well as touch on where each participant would like to grow long term. Team-Building exercises and icebreakers would be included in efforts to get everyone comfortable and learning about each other's background and comfort level.</i>
9:30 am – 10:45 am <i>includes 15 min break</i>	1.0	<b>Session 2: What is Diversity, Equity, and Inclusion?</b>  <i>This session explains and provides definitions of diversity, equity and inclusion and will also go into detail about the various DEI demographics (i.e., race, ethnicity, gender/sexuality, age, ability, religion, etc.). While a broad range of topics can be covered, focus is given to evident areas of race and gender inequity, disabilities, understanding cultural climate, white privilege, and position of leadership.</i>
10:45 am – 11:45 am	1.0	<b>Session 3: Growth Mindset</b>  <i>This session will encourage participants to take risks, be open to learning new behaviors and equip them to have challenging conversations about diversity. We will provide strategies to cultivate a safe environment for difficult dialogue and offer tips to increase comfort in confronting and reducing mistakes as it relates to DEI. Focus and guidance will also be given to the healing process. The conversation will center around acknowledging and managing emotions, opinions, perspectives and past experiences to heal trauma (past, current and future).</i>
11:45 am – 12:45 pm		<b>Working Lunch</b>  <b>Shared background and experiences</b>  <i>During lunch, participants will be encouraged to sit with someone who they normally would not sit with and learn about their background and experiences in and outside of the workplace. This exercise will increase awareness of and sensitivity to various backgrounds and identities, while also allowing for safe sharing in a smaller setting. Participants will</i>

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		<i>be able to report out what they learned from their lunch dialogue and share how various backgrounds (other than their own) impacts a person's experience whether positive or negative.</i>
<b>12:45 pm – 1:15 pm</b>	<b>0.5</b>	<p><b>Session 4: What You've Learned</b></p> <p><i>This session is a facilitated discussion to reinforce the material covered in the morning, hear about lunch discussions, and set the stage for the afternoon. By this point in the Workshop, attendees may raise issues "off script" from the agenda and those topics are given attention within this session. This is where attendees may share specific examples of the concepts and the group will discuss how to view the examples with a DEI lens.</i></p>
<b>1:15 pm – 2:15 pm</b>	<b>1.0</b>	<p><b>Session 5: Understanding Privilege and Navigating Equity</b></p> <p><i>This session highlights systems/cultural change and organizational development and will go into detail about creating and sustaining an inclusive work environment. Instructors will provide tips on diverse recruitment and retention strategies. With a focus on Mitigating Bias in Hiring, Microaggressions, Intercultural Competence, Multi-cultural Communication, Conflict Styles, and more, we will emphasize understanding privilege and navigating equity.</i></p>
<b>2:15 pm – 3:30 pm</b> <i>includes 15 min break</i>	<b>1.0</b>	<p><b>Session 6: Developing a DEI Strategic Plan</b></p> <p><i>This session will provide a rationale as to why a strategic plan is important and will also provide a basic framework outlining the critical elements of a DEI plan. Such elements will include collaboratively creating goals, objectives, actions, metrics, assessment, etc. The session will also explain how collaboratively developing Core Values and Principles Statements from a diverse group of constituencies can guide the organization and its practices. We will also include how to develop accountability policies, practices, teachable moment tips and suggested consequences.</i></p>
<b>3:30 pm – 4:00 pm</b>	<b>0.5</b>	<p><b>Session 7: Wrap Up</b></p> <p><i>The workshop will conclude with an open dialogue reflecting on learning outcomes including any questions, concerns, or points of clarification. Participants will also be asked to complete a learner journal detailing their learning growth throughout the day and what they plan to prioritize moving forward.</i></p>