

De La Cruz Solutions

Foundational bias scope and sequence

Rationale for the framework and development sequence:

The four gatherings are sequenced to build on each other with the thread being belonging and inclusion. Foundational bias is about impacting self-awareness and understanding while normalizing conversations on bias. The development of bias awareness systems requires people to talk about the issues that create barriers within the organizational and community culture. This focus provides participants an opportunity to bring to the surface topics and concerns that negatively impact a belonging and inclusive culture. Many of these conversations create conflict between participants.

The addition of the conflict resolution practices on day one will give participants an opportunity to build strategies and skills to transform thorough conflict. We talk about conflict styles and connect conversations about our biases to our models for working through conflict. Bias 2.0 allows for building 5 specific skills and strategies to deconstruct bias and systemic racism in ourselves, our lives and workplace.

Finally, strategic planning allows for the teams to begin the process of building a strategic plan for diversity and inclusion using the skills from the previous day and a half.

Outcomes:

- Understand and use Organizational Change Theory to develop a belonging and inclusive culture.
- Create strategic outcomes for belonging and inclusion.

Module titles:

- Foundational bias
- Conflict mediation strategies
- Bias 2.0 - deconstructing bias
- Strategic planning

Foundational Bias Conversation – Normalizing the bias conversation while building conversational skills to infuse a sustainable culture of belonging and inclusion for internal and external stakeholders.

Conversations on implicit and explicit Bias - Racial and diversity issues are impacted through our biased experiences. The ability to talk about the issues of race class and bias requires skills like deep listening and purposeful conversations. This workshop will support staff and leaders to more effectively communicate about race and bias in professional and personal relationships.

Day one morning: 3-4 hour - Foundational bias training

- Purposeful conversations
- Working agreements
- Deep listening
- Conversations on bias
- Debrief

At the completion of this session, participants will be able to do the following:

- Define what bias is and how it affects their interactions
- Have a skill base to talk about how biases impact relationships
- Develop daily practices to continue to do the work of bias awareness
- Understand the concept of intent and impact

Day one afternoon -3-hour Conflict Transformation practices

Building Conflict Transformation Systems

Research shows that leaders spend 15% to 20% of their time each week resolving conflicts that are not theirs. As a leader, what would you do with 15% to 20% more time? This workshop will enable you to build strategies that empower you and your staff to resolve conflicts at the lowest level, which is with each other.

Conflict is inevitable and conflict impacts our relationships in our personal and professional lives. For some conflict can be challenging based on their conflict styles. There are many factors that have created our personal conflict style and many factors that push us to change. We will talk about and role play conflicts and conflict styles that challenge us to stay engaged and build positive relationships.

At the completion of this session, participants will be able to do the following:

- Define personal conflict style and the impact in our relationships
- Identify the various styles of conflict and assess personal styles

- Establish strategies to manage conflict in personal and professional relationships •
As leaders, build organizational processes and protocols that support those you lead to resolve their own conflicts

Awareness of the fundamental aspects and concepts of conflict management

Acquire and use specific tactical methods in conflict situations

Apply the tools learned to effectively manage two party and multi -party conflicts

Day two morning – Bias 2.0 Deconstructing bias 5 strategies to deconstruct bias

Implicit and explicit biases are impacting our relationships with self and others every minute of every day. This training is designed for individuals who have already participated in the Foundational Bias Training, as we will continue to build on the self-awareness tools shared in that session. Participants will have the opportunity to examine bias within themselves and the environment they live in. We will then explore strategies to recognize and manage bias. Everyone will leave with action steps to support their work with self and colleagues.

Outcomes

- Identify biases in our everyday lives
- Explore strategies to deconstruct bias
- Continue conversations about bias
- Create daily practices that support a belonging and inclusive culture

Day two afternoon: - 3 hour Building a Belonging and Inclusive strategic plan - Participants will build a strategic plan for infusing equity/inclusion work into cross-functional teams. Participants will build a strategic plan for infusing belonging/inclusion work into cross functional teams.

After this session participants will be able to:

- Use infusion as a strategy to build belonging & inclusive teams
- Use organizational change research to facilitate change

- Develop steps to increase awareness of systemic biases and systemic racism • Create a Belonging & Inclusion strategic plan