



DIVERSITY, EQUITY, & INCLUSION (DEI)

MACRO Consulting Group, LLC Training Program Outlines

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MACRO Consulting Group DEI Training

Fostering an Inclusive Culture

I. Introduction

- A. Welcome and program overview
- B. Importance of diversity, equity, and inclusion (DEI) in the workplace
- C. Goals and objectives of the training program

II. Understanding Diversity

- A. Defining diversity and its various dimensions (e.g., race, gender, age, ethnicity, disability)
- B. Exploring the benefits of a diverse and inclusive workplace
- C. Recognizing unconscious biases and their impact on decision-making

III. Promoting Equity and Inclusion

- A. Defining equity and its role in fostering fairness and justice
- B. Understanding the concept of privilege and its implications
- C. Addressing microaggressions and creating a respectful and inclusive environment

IV. Unconscious Bias Awareness

- A. Identifying and challenging unconscious biases
- B. Strategies for mitigating bias in decision-making processes
- C. Promoting diversity through inclusive language and behavior

V. Building Inclusive Leadership

- A. Developing inclusive leadership skills and behaviors
- B. Strategies for fostering a culture of inclusion within teams and organizations
- C. Empowering employees to contribute and thrive in an inclusive environment

VI. Allyship and Advocacy

- A. Understanding the importance of allyship in promoting inclusivity

- B. Becoming an effective ally and supporting marginalized colleagues
- C. Advocating for diversity and inclusion within the organization and beyond

VII. Managing Diversity-Related Conflict

- A. Identifying and addressing conflicts related to diversity and inclusion
- B. Building effective communication and conflict resolution skills
- C. Creating a safe and inclusive space for dialogue and understanding

VIII. Implementing DEI Practices

- A. Developing and implementing DEI initiatives and policies
- B. Strategies for recruiting and retaining a diverse workforce
- C. Measuring and evaluating the effectiveness of DEI efforts

IX. Sustaining the Journey

- A. Creating accountability and commitment to ongoing DEI efforts
- B. Establishing employee resource groups and support networks
- C. Providing resources for continued learning and growth

X. Conclusion

- A. Recap of key takeaways from the training program
- B. Commitment to fostering diversity, equity, and inclusion in the workplace
- C. Encouragement to apply the knowledge and skills gained in daily interactions