

DIVERSITY, EQUITY & INCLUSION

STEP 1: Organizational Assessment

- A. Survey
- B. Survey plus 1 Day of Observation
- C. Survey plus 3 Days of Observation

STEP 2: 12-Step DE&I Training Program

Once the assessment is completed and the client agrees to complete our 12-Step DE&I Program:

- Understanding DE&I
- Engaging Biases
- Inequities
- Policies and Initiatives
- Identifying Headwinds
- DE&I Check-In
- Working with Biases
- Formulating a DE&I Strategy
- DE&I Strategy Implementation
- Effective Communication
- Creating Buy-in
- Empowering Employees

STEP 3: DE&I Implementation

The DE&I Team utilizes the assessment, notes from the 12 Step DE&I Training program, and the DE&I Goals set by the organization to implement a DE&I Program (customized to the organization).

**You Are
Here**

20/twenty Strategic Consultants Diversity, Equity & Inclusion Program

Workshop 1
Understanding DEI

Workshop 2
Engaging Biases

Workshop 3
Inequities

Workshop 4
Policies & Initiatives

Workshop 5
Identifying
Headwinds

Workshop 6
DEI Check-In

Workshop 7
Working with Biases

Workshop 8
Formulating a
DEI Strategy

Workshop 9
DEI Strategy
Implementation

Workshop 10
Effective
Communication

Workshop 11
Creating Buy-In

Workshop 12
Empowering
Employees

**BRING DEI
TO ANY
ORGANIZATION**