

Creating a Culture of Diversity, Equity, and Inclusion

A One-Day Course



A Program for Diversity, Equity, and Inclusion

Content Overview

Everyone feels that they belong



Promises, Promises!™

- Delivering results and being truly inclusive
- Understand privilege
- Transform from fear based communication to needs based communication

ACKNOWLEDGE

- Getting to know people helps break down barriers
- Understanding the often unexpressed needs of others helps to personalize the impersonal
- Acknowledge ≠ Agreement

MANAGE BIAS

- Understand we all have bias
- Understand the dangers of unconscious bias: they can end up managing us
- Make the unconscious, conscious so you can make an intentional choice

TAKE INITIATIVE

- Understand that inclusion is a choice
- Create an environment of inclusion
- Engage with people from all groups

<i>Introduction to Diversity, Equity, and Inclusion</i>	<ul style="list-style-type: none"> • The case for diversity, equity, and inclusion • Understanding the elements of Diversity, Equity and Inclusion • Experiential activity: Promises, Promises!™
<i>Using the Diversity, Equity, and Inclusion Model</i>	<ul style="list-style-type: none"> • Acknowledge • Manage Bias • Take Initiative • Everyone Feels That They Belong
<i>The Impact of Acknowledge</i>	<ul style="list-style-type: none"> • Acknowledge ≠ Agreement • Get to know others • Understand and appreciate individual differences
<i>Knowing and Understanding My Bias</i>	<ul style="list-style-type: none"> • Being self aware of bias • Pause and Ponder to understand your unconscious biases • Ways to address personal bias
<i>Take the Initiative</i>	<ul style="list-style-type: none"> • Choose to create a diverse, equitable, and inclusive environment every day • Adopt a constructive mindset
<i>Everyone Feels That They Belong</i>	<ul style="list-style-type: none"> • Intentionally reach out to others for inclusion • Experiential activity: Real Estate™ - ensuring people feel included

The Eagle's Flight

Customized Approach

Build a culture where employees and leaders embrace diversity, equity, and inclusion, and one that makes customers want to work with you, and employees want to work for you.

Here's how we make sure that you are supported at every stage of this initiative to guarantee your success:



1. YOUR NEEDS AND YOUR REALITY

Our Discovery process facilitates the gathering of relevant quantitative and qualitative information; it focuses on those areas that provide the insight required to accurately build your culture transformation.

2. CUSTOM SOLUTION

By using the data gathered in the Discovery, we build a diversity, equity, and inclusion initiative that is tailored to your company, and that integrates business relevance, your corporate uniqueness and pragmatic content. We also consult with and include input from industry and subject matter experts as needed.

3. CREATE BUY-IN AND SUPPORT

A culture of diversity, equity, and inclusion can only truly succeed if leadership is bought in and supports the initiative, as demonstrated by their own behaviors and actions. When leadership is supportive and actively involved in the process of transforming an organizational culture, from design to strategy to implementation, it signals to employees that it is a key priority for the company, and serves to capture hearts, as well as minds.

4. TRAINING AND DEVELOPMENT

We use experiential learning as the basis of our solution in order to build conviction in leaders and employees. We also work with you to determine the best facilitation option for your organization.

5. SUSTAINED, RETAINED, AND APPLIED

Organizations can only be transformed if the new learnings and tools are consistently applied on the job. Consequently, we provide simple and practical tools with clear, actionable steps to ensure that everyone gets the support, practice, and reinforcement they need to succeed both now and in the future.

6. MEASURE RESULTS

We help you create a scorecard that will allow you to track the results of your efforts.

OUR TRACK RECORD

Eagle's Flight has been offering training and development solutions that deliver results for nearly three decades, and in that time, we have worked with a wide variety of organizations, including over 50% of the Fortune 500. Our clients span industries from Automotive, Agriculture, Food and Beverage and Hospitality, to Finance, Pharmaceuticals, Mining, and Energy. That experience, married to our extensive in-house design and customization capabilities, allows us to deliver to your organization's unique and specific diversity, equity, and inclusion needs.

OVER
30
YEARS IN
BUSINESS

worked
with
more
than **50%**
of the
FORTUNE 500

3
MILLION +
PARTICIPANTS
WORLDWIDE

OVER
90%
REPEAT
BUSINESS

OVER
20
INTERNATIONAL
AWARDS

It all starts with a conversation:

CONTACT US

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CHANGING BEHAVIOR TO IMPROVE PERFORMANCE

