

# Leading an Equitable Organization

This engaging one-day program provides business leaders with the mindset, skills and tools to assess and re-orient their organization to a more equitable path.

## Learning Outcomes

- Define diversity, equity and inclusion for an organization
- Explain the metrics relating to the causes of and effects from inequity
- Assess the organization's current state of equity
- Understand the forces that limit an organization from becoming inclusive and equitable
- Recognize the elements and process of a successful DEI strategy
- Craft the vision, values and behaviors of an equitable organization

## Program Flow

### Welcome

Introduction  
Learning objectives

### What and Why DEI?

What is DEI?  
Why DEI in the workplace  
Metrics of causes and effects  
Organization assessment

### Biases and Implications

Unconscious bias and privilege  
Myth of meritocracy  
Limiting power of classic business strategies

### DEI Strategy

Five characteristics of a DEI strategy  
Creating the process  
Identifying stakeholders  
Assessing organizational values

### Setting the Vision

Developing a philosophy  
Defining a commitment

### Application

### Workshop Close

Workshop evaluation