

Workshop Highlights

Learn about and use that knowledge base, strategies and tools to create:

- **Psychologically safe and brave agreements** for the workplace
- **A value statement and guiding principles** related to DEI and wellness for your workplace
- **DEI focused wellness routines** to support ongoing staff wellbeing in the workplace
- **Actions / mechanisms to counter forms of prejudice and discrimination** that perpetuate systemic bias, such as:
 - Sexism
 - Homophobia
 - Xenophobia and
 - Other discriminatory practices
- Workplace interactions **repair damage of microaggressions, misunderstandings, prejudice, and harassment**
- **Pathways to build up individual and organizational resilience (strength and well being) - using internal and external mechanisms and resources**
- **Reflective practices**—a powerful technique to create more emotionally intelligent workplaces
- Strategies and practices for more compassionate workplaces, using **3 A's (Acknowledge, Ask, Adjust)** for inclusivity/equity
- **Data collection plans to assess progress and inform strategies** related to workplace wellness and DEI
- **A collaborative organizational toolkit and action plan** to support the implementation and assessment process

iOE DEI Wellness Schedules and Content Summary

Module 1 – Who Am I?

Estimated Time: 10 hours,
Split into one 4 hour and 2,
3-hour sessions

3 hour

Review of cognitive patterns
and skills practice for staff
wellness

4 hour

Use of common language
about mental health and
well-being in workplace

3 hour

Understand how DEI shapes
well-being and
productivity

Module 2 – What's Your Contribution

Estimated Time: 6 hours,
Split into two, 3-hour
sessions

3 hour

- Examine how personal and professional journey facilitates or impedes trust at work
- Explore contributors to workplace and personal resilience

3 hour

- Delve deeper into workplace brave and safety conversations
- Role of implicit bias, privilege, and antiracism in the workplace
- Connecting with co-workers using emotionally intelligent strategies
- Communicating intent and impact – how their actions have on others

Module 3 – Legacy: Transforming Plan to Purpose

Estimated Time: 4 hours ,
Split into two, 2-hour
sessions

2 hour

- Use tools to envision how organization can grow through the integration of a wellness and DEI lens.
- Focus on the role of compassion in creating inclusive and psychologically safe workplace,

2 hour

- Learn strategies to identify when individual or collective trauma undermine workplace wellness and inclusivity.
- Unintended benefits and burdens
- Create plans to sustain a workplace that promotes safety, bravery, and compassion

3 modules | 20 hours | 7 sessions