



## Sample Training Topics

### 1) Touchstones 101 - Small Group Guidelines & Norms:

Conversational guidelines that help people create safe space to nurture personal and professional integrity and the courage to act on it. Here are a few key practices that have helped many people develop and practice life-giving habits of the heart through respectful, honest, and often transformational dialogues.

**Training Objective:** Resource formal and informal conversations for enhanced mutual respect, relational trust, and team morale. Empowers story sharing. Increases competencies in engaging diverse co-workers & others.

**2) Implicit Bias 101:** An introductory session, on the topic of implicit bias. The session includes information on 1) how our minds operate, the real-world implications of implicit bias, and 2) ways to guard against bias.

**Training Objective:** Recognizing that implicit bias can be a challenging topic, we begin by establishing an understanding with our audience that we are there to have a conversation about how our minds work, not about who is a “good” or “bad” person.

**3) Cultural Humility:** Cultural humility is the “ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the person.” Cultural humility is different from other culturally competent based training ideals because it focuses on self-humility rather than achieving a state of knowledge or awareness.

**Training Objective:** Encourage openness & decrease judgment of Co-workers and other stakeholders. We learn about the other from the real time stories of the other. We respect the authority of each person’s self-identity voice.

### 4) A Working Vocabulary to Advance Diversity, Equity, and

**Inclusion:** Defining concepts and distinguishing their roles, values and impact in creating a workplace culture where everyone thrives.

**Training Objective:** Increased clarity to support effective engagement and solution-oriented problem solving.

**5) Identifying & Effectively Addressing Micro-aggressions:** Micro-Aggressions are the everyday, thinly veiled instances of racism, homophobia, sexism, and other biases that come across in gestures, comments or insults. But the "micro" doesn't mean that the acts don't have a big impact. While there's no one right way to address a micro-aggression, we have some pointers for ways you can begin to respond.

**Training Objective:** Increased shared awareness and understanding of micro-aggressions and their impact in optimum performance, teamwork, and morale. Use the understanding to develop together effective remedies.

### **6) Intersectionality: Who We Are and How Our Identities Intersect**

Discovering our overlapping identities and experiences and how these identities make us unique. Through the lens of intersectionality, individuals have individual identities that intersect in ways that impact how they are viewed, understood, and treated.

**Training Objective:** Increase awareness of the overlapping individual identities everyone possesses and explore how they intersect and are expressed at the micro level to influence individual experiences, and in the workplace and society to form systems of advantages and disadvantages.

### **7) Starting an Employee Resource Group (ERG):**

Review and explore establishing an ERG.

Psychological safety and sense of belonging are very important in order to empower employees and help them bring their whole self to work. Building a strong network or community is a very important step in creating this sense of belonging.

**Training Objective:** Explore creating an ERG to enhance of belonging contributes to an inclusive work culture which all employees benefit from. Many employee groups start as an informal volunteer group of colleagues who have a shared identity and intentions to see the organization improve.

**8) Habits of the Heart Introduction:** "Habits of the Heart" are deeply ingrained ways of seeing, being and responding to life that involve our minds, our emotions, our self-images, our concepts of meaning and purpose in life.

These five taken together are critical to sustaining respectful workplace and community engagement.

- 1. An understanding that we are all in this together.***
- 2. An appreciation of the value of "otherness."***
- 3. An ability to hold tension in life-giving ways.***
- 4. A sense of personal voice and agency.***
- 5. A capacity to create community.***

**Training Objective:** Explore and practice the 5 key habits in productive sustainable ways

For a complete list (or specific training topics not listed above) please email us at [info@deiconsultants.com](mailto:info@deiconsultants.com)

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