

Module	Description	Min	Activity
Leader Kickoff Message	Video with influential leader talking about why DEI matters and what she/he/they expects them to do, think and how to behave differently as a result of the training.		
Module 1 - Introduction to Diversity	1a. Instructor (Facilitator intro and overview of topics we will cover)	5	Using Identify Wheel, list or circle all of your identities that have been significant in forming your sense of self. Start this with your Diversity story - use images or pictures where you can.
	1b. What is Diversity? Intro of Identity Wheel	5	
	1c. Developing your Diversity Story	5	
Module 2 - Diversity	2a. Short history in U.S., Diversity vs. Compliance	5	What does diversity mean in your environment? How can leveraging these differences improve business results?
	2b. Diversity in your environment and global view	5	
	2c. Business Case for Diversity and Representation	5	
Module 3 - Inclusion and Belonging	3a. What is Inclusion and Belonging - why does it matter?	5	Refer to Identity Wheel - which identities made you feel excluded in school and now at work? What can you do to make others feel included?
	3b. In group and out group dynamics	5	
	3c. Fostering Inclusion and Belonging	5	
Module 4 - Equity	4a. What is equity and why does it matter?	5	How has in and out group dynamics impacted your career? What can you do to provide access to others?
	4b. Informal Networks, Unwritten Rules and Familiarity	5	
	4c. Access to Opportunity and Networks for in and out groups	5	
Module 5 - Barriers to DEI	5a. Diversity is not Sustainable without Inclusion - Covering	5	When have you covered? What Inclusive Leadership behaviors are your strength for you and which is your biggest opportunity?
	5b. Blind Spots and 3 tips for minimizing	5	
	5c. Inclusive Leadership and Everyone is a Leader	5	
Module 6 - DEI as a System	6a. Moving from Obligation to Opportunity	5	How has Inclusion been a factor in solving a recent problem? Can you incorporate DEI into standard agendas (staff, training, etc.)?
	6b. Using DEI as an enabler to achieving business objectives	5	
	6c. DEI as a System	5	