

ORGANIZATIONAL DEI

CONSULTANCY & DEVELOPMENT PROGRAM

An all-encompassing strategic framework to encourage change within your organization's DEI practices!



Develop a strategic framework to encourage change within your organization's DEI practices!

The main challenge with any large diverse workforce, agency, or organization that deals with the public good is cultivating a genuine culture of respect among its internal and external stakeholders based on a single unifying DEIA framework. Creating this culture requires an understanding of bias, diversity, and equality and the subtle ways they must be addressed to ensure a fair administration of access and justice, build impactful agency results, and generate meaningful positive change.

Anti-racism is not just a conceptual value; it is a concrete goal that will only be achieved when operationalized via practical strategies. Using a five-phase work plan, Elevate SME's will work with an appointed DEI advisory council to develop an all-encompassing strategic framework that encourages change within your organizations current DEI practices.

5-PHASE WORK PLAN

✓ Kick-Off to Success

Elevate will work with you to help determine an Advisory Council consisting of a diverse group of your organization's top-level employees

✓ Charter Development/Fact-Finding

Using Elevate's 6-step proven process, ENGAGE, we will review current policies & obtain a better understanding of the Advisory Council's Priorities & create a DEI plan that aligns with your organizations mission.

✓ DEIA Plan Development

Create a DEIA plan aligned with the Advisory Council's strategic plan to include: Newly created and/or modified existing hiring practices, government policies, procedures, community engagement, and on-going staff training.

✓ Training Development & Facilitation

Develop an organizational training program with recommended trainings for both leaders, managers, & supervisors, and another for employees.

✓ Quality Assurance & Strategies for Success

Every three (3) months after completing and implementing the Advisory Council's DEIA Plan, Elevate USA will use fourteen (14) diversity and inclusion metrics to diagnose risk areas and opportunities, track the progress of initiatives, and calculate the Advisory Council's return on investment.

RECOMMENDED TRAININGS INCLUDE:

All course outlines are samples and will be tailored to align with your initiative

LEADERSHIP DEI DEVELOPMENT

- Diversity and Inclusion Awareness
- Uniting Diversity in the Workplace
- Tools to ENGAGE™ Your Workforce
- Navigating Difficult Conversations
- How to Implement Diversity & Inclusion

EMPLOYEE DEI INITIATIVE

- Microaggressions
- Unconscious Bias/Diversity Awareness
- How to Have Conversations about Race & Diversity in the Workplace
- Race Related Conflict Resolution