

Diversity, Equity, & Inclusion (DEI) Interactive Workshops & Facilitation

Inclusive workplaces are intentional about helping groups of people that are not always in leadership, or have been historically underrepresented, to develop practical ways to advance and create a better workplace for all identities and backgrounds. Decades of research shares that diverse and inclusive organizations are the most profitable, resilient, and effective. Mine The Gap offers in-person and virtual, interactive workshops designed to create a foundation for shifting mindsets and opening opportunities for organizations to make improvements in diversity, equity, inclusion, and belonging.

Mine The Gap workshops are customizable to your company's needs and goals. All workshops are engaging, highly interactive, and can be delivered in a series that will build on the previous workshop.



Workshop Offerings

1.

New Insights on
Inclusion for Senior
Leadership I

DESIGNED FOR: LEADERSHIP / TIME REQUIRED: 2 HOURS

This workshop breaks down industry research and exposes challenges related to building a gender-inclusive and equitable workplace. Leadership is led through an interactive dialog designed to build personal awareness and provide key insights on how to better evaluate an organization's culture. This training is ideal for the C-suite or director level of a company or organization and provides essential knowledge for making immediate improvements to Diversity, Equity & Inclusion (DEI).

2.

New Insights on
Inclusion for Senior
Leadership II

DESIGNED FOR: LEADERSHIP / TIME REQUIRED: 2 HOURS

The second workshop builds on knowledge gained in Level I and helps leaders move from awareness to applying practical, strategic changes that can be implemented immediately. In particular, this workshop provides research-based strategies and a path forward to better support women of color who often experience the largest roadblocks to success.

3.

Facilitation to Design
Company Culture:
Values, Vision,
and Expectations

DESIGNED FOR: LEADERSHIP / TIME REQUIRED: 2 HOURS

Companies that do not set a common vision about their values often struggle to build a culture where everyone can thrive and succeed. In a virtual and hybrid environment, these challenges are amplified. Mine The Gap facilitates a discussion with senior leadership to bring clarity and focus about where the company stands in terms of diversity, equity, and inclusion. This will set the tone for how you do business, while clarifying to the entire company the behaviors that are expected. Clear values will give an organization a compass on DEI and those values should practically align with business objectives. This session is valuable for companies that need to revisit core values to determine how best to align them with the future. Research shows that successful efforts to build an inclusive culture must have buy-in from top leadership and must be communicated from the highest level.

4.

Gender-Awareness for Managers

DESIGNED FOR: MANAGEMENT OR LEADERSHIP / TIME REQUIRED: 2 HOURS

Front-line managers who lead the bulk of your employees are key to building a better workplace and are fundamental to recruitment and retention. It is important that these managers build their knowledge and awareness about unique challenges for colleagues that identify as women, in particular, and gain tools for changing practices. This awareness-building is critical for all managers to develop and integrate into their management style and toolbox. This workshop is an investment in the infrastructure of your organization: your day-to-day decision-makers.

5.

Inclusive Leadership

DESIGNED FOR: ANY LEVEL / TIME REQUIRED: 90 MINUTES

This interactive workshop breaks down research and exposes challenges related to building an inclusive and equitable workplace. Participants will gain an understanding of how to tactically build inclusion and belonging through behaviors, language, and being intentional. This workshop will help participants lean into the concept of being an inclusive leader and position them to better reflect on their own practices, evaluate their organization's culture and gain tools to make important changes while bringing others along.

6.

The Art of Employee Resource Groups (ERGs)

DESIGNED FOR: MANAGEMENT, LEADERSHIP, OR ERGs / TIME REQUIRED: 2 HOURS

Employee Resource Groups (also called Affinity Groups) have become central hubs for employees to develop connections with one another, build leadership skills, and discuss areas of challenge and opportunity. Developed and used thoughtfully, they can become important instruments for leadership and management to launch new efforts and encourage employee engagement and feedback. This workshop offers leaders best practices in designing, launching, and leveraging employee resource groups for effective results. It begins the process of designing the framework for your organization's employee resource group portfolio.

7.

Implicit Bias

DESIGNED FOR: ANY LEVEL / TIME REQUIRED: 90 MINUTES

This essential workshop identifies many of the common types of implicit bias that create challenges in the workplace and provides positive strategies to practice in the workplace to become aware of them, reduce their prevalence, and create an inclusive environment. For companies that want to start with the basics, define concepts, increase self-awareness among staff and managers and set a tone for greater understanding, this workshop is an ideal place to begin.