

Diversity, Equity, and Inclusion Trainings

Prepared by:

Dialectix Consulting & Ebony Walden Consulting

Matthew Freeman
matthew@dialectixconsulting.com
(804) 513-5794

Ebony Walden
ebony@ebonywalden.com
(434) 962-9446

www.dialectixconsulting.com
www.ebonywalden.com

About Dialectix Consulting

Founded in 2017, Dialectix Consulting is a Richmond, Virginia based firm that offers consulting services focused on diversity, equity, and inclusion. We offer training, facilitation, coaching, and strategic guidance to non-profits who aim to create a more equitable and inclusive organizational culture, and for those who seek to use an equity lens in their work in the community. Based on our team members' decades of experience in the field, Dialectix assembles the best mix of talented and experienced consultants based on the unique needs of each client. Bios of our team are attached to this proposal.

Our Approach

Our approach is to **build a relationship** with each client to fully understand their mission, culture, and unique needs. We do not offer a one-size-fits-all approach, but tailor everything we offer to ensure the best possible results for our clients.

We take a **wholistic** approach to our work, recognizing the importance of individual change, strengthening interpersonal relationships, as well as looking at how the system is functioning through policies, culture, and power dynamics. A focus solely on any one of these will not create the kind of lasting change necessary to create greater equity and inclusion.

For this project in particular we believe an **adaptive approach** is best, recognizing that learning will occur along the way, and effectiveness will be reached through flexibility, mutual learning, and change, not through the rigid application of a predetermined process. To that end, this proposal seeks to explain our philosophy and general approach to the work without predetermining every step of the way. We have attempted to predict hours and cost to provide some stability while leaving flexibility for change as needed.

Our Trainings

Training offers an opportunity for all staff to:

1. Ensure shared understanding and language or core concepts
2. Learn new skills and tools to integrate these changes into their roles and interactions
3. Build capacity within the organization, both for doing the work and for continuing the work after consultants have left.

Training is not sufficient to create organizational change, but it is necessary. Without it change becomes difficult as there is no shared forum for discussion and dissemination of knowledge about the organizational culture change.

A list of current popular training modules is below.

We offer these modules in 2 hour sessions. We suggest a minimum of 10 and no more than 30 participants. An optimal number is 20-25 people. Clients can opt for one training or a series of training based on their interest, needs and the recommendation of our team. All training is offered virtually via zoom until further notice. Every training that we offer is highly interactive, ensuring adequate time for discussion, application, and building the capacity of participants to engage in challenging dialogue with each other.

Diversity and Inclusion 101: D&I are words thrown around in many workplaces without adequate shared understanding. This training explores the many varieties of identities and experiences that make up our communities, and blends education on various terms like race, ethnicity, sex, gender, etc., with opportunities for self-reflection and dialogue on what matters most to each of us, and how to foster greater inclusion in our communities.

Understanding Race: An introduction to race- its meaning, history, and how it functions in modern society. What does race mean, how is it different from ethnicity, and why are we still talking about it? This workshop explores these questions, and looks at how race has been constructed as a hierarchy of human value, privileging whiteness in many ways.

History and Data: An introduction to the history of bias, institutional and structural racism customized to particular industries and sectors. This session also explores current racial disparities. Participants will learn how to connect the history of their sector to current disparities and view their work through a racial equity lens.

Unconscious Bias: Understanding the latest research on how our brain wiring relies on mental shortcuts, and how these unconscious impulses impact our behaviors in ways that perpetuate

disparities and inequity. Focuses on knowledge, tools, and strategies for interrupting individual bias, as well as dialogue about how to implement anti-bias strategies organization-wide.

Organizational Assessment and Tools: Many organizations want to know how they fare in regards to DEI best practices to promote greater equity. This session will give participants time to reflect via a short assessment in order to identify areas of strength, weaknesses and aspiration. It's helpful to get a snapshot of where you are before you move forward into action and planning. An overview of other tools and resources for advancing DEI will also be provided.

Equity 101: An introduction to the concept of equity, this workshop focuses on moving beyond diversity and inclusion to a focus on creating equitable outcomes. Participants learn both what equity is and how to apply an equity lens to their work.

How to be an Ally: How do you effectively work on a social justice issue that doesn't impact you directly? There is a unique challenge for allies in navigating the conundrums involved in allyship, for example, when do you speak up for others, and when do you step back to allow others a voice? This workshop offers a path forward for allies, focusing on providing a developmental path, tools, and skills to be more effective in the fraught role of an ally.

Conflict Resolution (Microaggressions): A focus on the tools needed to help groups more effectively navigate awkward or challenging conversations. This workshop focuses particularly on microaggressions, and the challenging task of navigating conversations of unintended slights and othering. Participants will learn how to spot and interrupt microaggressions effectively, with an eye towards creating greater inclusion within the organization, protecting people from the impact of harmful statements, and non-judgmentally educating offenders and others.

Custom training can be collaboratively developed with clients as needed*

Cost

The cost of training is \$1,800 for each 2 hour training. This includes:

- All planning time, design, and materials
- An initial client meeting and a short debrief conversation.

*Any customized training will include an extra \$500 for planning time.

If this cost is too high, we can work to limit the scope of work in order to still meet your needs within your budget.

Other Services*

**pricing available upon request*

Facilitated Staff Conversations

Racial injustices have been going on for centuries in this country, but recent events have brought them to the forefront of many people's consciousness. People don't leave their feelings about these events at home when they come to work, and so it can be helpful to create a deliberate, invitational (not mandatory) space for employees to process together all that is happening in our home communities. This type of session is designed to allow for general sharing of thoughts and emotions, and invite people to begin thinking about the implication of these world events for your work and mission.

One option to discuss, if people will accept it, is to offer these processing times in racial affinity groups. White people and people of color are given their own space to process the racialized events that have been happening in our community. Given that our lived experiences have been different based on our race, so too is our need for creating meaning and understanding the relevance of these recent events separately before we come together. This is an option/consideration, but not necessarily for every group.

These are usually 90-minute facilitated sessions that are optional, and capped at 20-25 participants. This can be done relatively effectively online, and we can offer as many as needed to accommodate all interested employees.

Staff Survey and/or Assessment

While the processing time described above will invite employees to begin thinking about what your organization needs to achieve the goals of having an inclusive and diverse workplace culture and advancing racial equity, a more focused effort to gather employee feedback would be useful. We are available for a full on organizational assessment (with interviews and focus groups) which seeks to exhaustively diagnose the workplace culture or a short and straightforward survey process focused on hearing from employees on three primary domains:

- Learning- what do they think they and others need to know more about (e.g. unconscious bias, diversity equity and inclusion 101, etc.)
- Skills – what skills do they think they and others need training in (e.g. conflict resolution, interpersonal dialogue, etc.)

- Action – what action steps do employees feel are most important to take to achieve greater DEI in your organization and in the community.

In other words, in order to be effective, what do employees need to know (learning), what do they need to do (skills), and where do they want to go (action)?

Zoom Trainings and Discussions

Based on the input received from the processing meetings, the survey, and/or leadership input, we will recommend short training modules and/or facilitated dialogue sessions. We will combine our subject matter expertise with the input received to help chart a learning and development course to create internal buy-in and support for continuing on a journey towards greater diversity, equity, and inclusion.

Current training offers are listed above.

Strategy Sessions

Our team member Ebony Walden (brief bio below) is an expert strategic planning facilitator, and can lead a few sessions with all relevant stakeholders on charting a path forward towards meaningful participation in racial equity work in the world. This is best done after or concurrent with the training sessions, so that people have an opportunity to be on the same page around core concepts and your organization's specific goals for engaging in this work.

Coaching

Anyone in a position of authority must take responsibility for how their leadership supports or undermines the organizational culture. This is a profoundly difficult undertaking, and coaching should be made available in order to support people as they integrate new skills and new awareness into their work. We cannot expect people to do challenging, adaptive work without support and guidance. Coaching can support people who find the journey towards greater diversity, equity, and inclusion personally or professionally challenging.

Our Team

Matthew Freeman

Matthew's passion for racial equity and social justice has led him across the United States and overseas, helping people connect across differences and begin to address the challenges that divide them. Matthew has worked with members of Congress, the Federal Reserve system, as well as organizations of all sizes, from Fortune 500's to small non-profits. With degrees in biology with an environmental studies focus and in the humanities, Matthew appreciates the opportunities to bring that diverse educational background to bear on challenging community problems. He is the author of *Overcoming Bias: Building Authentic Relationships Across Differences*.



Ebony Walden

Ebony Walden is a consultant and facilitator with over a decade of experience working to transform communities. Ebony is the Founder and Principal Consultant at Ebony Walden Consulting (EWC), an urban strategy firm based in Richmond, Virginia. At EWC, she works with a wide range of organizations to design and facilitate meetings, workshops, strategic plans and community engagement processes that explore race, equity and the creation of more just and inclusive communities. Before founding EWC, Ebony worked in local government and for non-profit organizations dedicated to citywide and neighborhood level revitalization.



Currently, Ebony is an adjunct professor at Virginia Commonwealth University where she teaches Diversity, Equity and Inclusion in the City. She is also on the faculty of Initiative of Change's Community Trustbuilding Fellowship, a program that develops the capacity of community leaders to overcome divisions of race and politics.

Relevant Client Work

(References available upon request, as are additional examples)

Department of Public Utilities, City of Richmond

Matthew helped to create and lead a 5-year organizational culture change strategy centered on diversity and inclusion. The project ranged from creating an assessment of 700 employees, to facilitating visioning sessions with leadership, to creating and deploying training for staff and management.

Community Trustbuilding Fellowship, Initiatives of Change

Matthew and Ebony are the lead faculty for the Community Trustbuilding Fellowship. The program involves five weekend retreats focused on building trust across divides, particularly focused on race, and building the capacity of the participants to be effective changemakers in their own communities. The program has a heavy emphasis on personal change and spiritual practices.

Richmond Memorial Health Foundation, Advancing Racial Equity Training

Ebony and Matthew have worked with the Richmond Memorial Health Foundation over the past year to offer quarterly day-long Racial Equity Trainings for their grantees. Participants explore the language and concepts related to race and racism, the history and legacy of racial inequity, unconscious bias, complete an organizational DEI assessment and learn tools and tips for advancing racial equity in their work.

Voices for Virginia's Children – Equity Board Retreat

Ebony and Matthew worked with Voices' leadership to design and facilitate a retreat with the board of Voices to ensure they understood the equity lens that staff use in their work. A mix of training, facilitated discussion, and case studies, the retreat aimed to ensure the governing body understood how and why equity is centered in the organization's work.

The Women's Initiative (TWI) – Cultural Humility and Racial Equity Plan

Ebony is working with TWI leadership and staff to develop a cultural humility and racial equity action plan that will guide the organization's internal culture and operations and external engagement centered on cultural humility, diversity, equity and inclusion. This includes assisting in the development of their commitment statement, action plan (with goals and metrics), facilitating staff dialogues, coaching their Cultural Humility Program staff and facilitating staff and board training, retreats and meetings to help move their work forward.