

YWCA GREATER LAFAYETTE | RACIAL AND SOCIAL JUSTICE

■ *Diversity Education*

■ *Intercultural Development  
Inventory Assessment Program*

**YWCA**  
**IS ON A**  
**MISSION**

## INTERCULTURAL DEVELOPMENT INVENTORY ASSESSMENT PROGRAM

Intercultural competence is critical to team performance. Strengthen your team and improve group outcomes by registering for this unique educational experience. The Intercultural Development Inventory (IDI) is a cross-culturally valid and reliable assessment based on a comprehensive model of intercultural competence. The assessment generates custom group and individual profile reports and provides Intercultural Development Plans (IDP) for participants. This program is available in multiple languages.

The IDI can be effectively administered to a wide variety of people. Use of the IDI is not limited to only one cultural group. The IDI is an effective and valid assessment tool across a wide range of culturally diverse groups, including different national cultures, different ethnic groups within a larger national context and other cultural groups, such as those related to social status, gender, and age.

### INDIVIDUAL DEVELOPMENT

The IDI Individual Profile Report provides useful feedback to individuals about how they engage cultural diversity and identifies issues that may be impeding them from bridging more effectively across cultural differences.

### TEAM/GROUP DEVELOPMENT

The IDI Group Profile Report identifies a group/team's primary way of engaging cultural diversity and is used for designing training efforts that target the intercultural competence development needs of the group/team.

### ORGANIZATIONAL DEVELOPMENT

The IDI can provide a snapshot of the degree of intercultural competence within an organization or educational institution. The IDI organization-wide profile results can also provide guidance for policy, practices, structural changes, and training design templates.



**EDUCATIONAL WORKSHOPS AVAILABLE  
THROUGH YWCA GREATER LAFAYETTE**

**SOCIAL JUSTICE KNOWLEDGE**

- Terms of Diversity
- Equality vs Equity Diversity vs Inclusion
- Power of Language & Symbols
- Intersectionality & Privilege

**BIAS**

- Unconscious Bias
- The Bystander Approach
- Hiring Equity
- Gender Equity

**SYSTEMIC RACISM**

- Microaggressions
- Allyship
- Sexual Attraction, Behavior, Orientation
- Justice
- Anti-racism

**VIOLENCE PREVENTION AND SAFETY**

- YWCA DVIPP
- E4 Violence Prevention Strategy
- Intersectionality
- "Why Are You Staying?"

The goal of these workshops is to increase personal awareness and knowledge of social justice, and:

- Build a better foundation for communicating with others from different backgrounds
- Provide a safe and educational environment that encourages respect, responsibility, and understanding of others
- Create an environment where topics of diversity and inclusion can be discussed openly with a high level of comfort, both during and after presentations

**PROGRAM PRICING**

The YWCA has established pricing guidelines that will meet the needs of all members of organizational, educational and non-profit entities.

**Diversity Education**

Pricing is based upon an Organizational, Organizational Non-profit and Educational basis. Workshops are priced on a hourly/1 topic rate; or by a special unit rate including 4 subjects.

**IDI Assessment Programming**

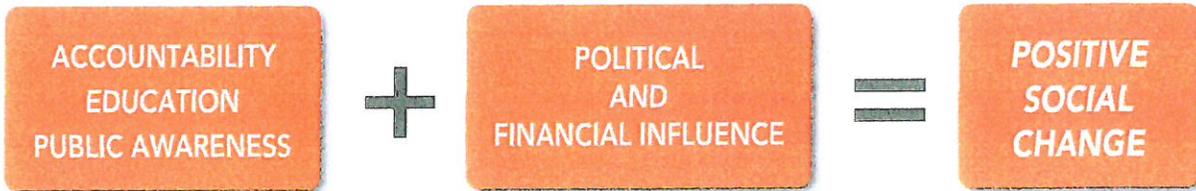
Pricing for the IDI is based on an Organizational, Organizational Non-profit, and Educational basis. Pricing includes an individual facilitation fee and a group report fee.



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## WHAT IS SOCIAL JUSTICE?

The term Social Justice refers to a concept of fairness within a society and applies to basic needs, opportunities, and wealth, as well as environmental issues, gender, and race. The YWCA of Greater Lafayette is committed to facilitating positive changes in social justice that benefit our community and beyond.



The YWCA Greater Lafayette encourages everyone to stand for justice and never block its path.

For more information, contact:

### YWCA GREATER LAFAYETTE DIVERSITY EDUCATION PROGRAM

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