



Alexander Businsky Consulting, Inc.

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WORKSHOP TITLE: Diversity, Equity, and Inclusion Overview

WORKSHOP DESCRIPTION: This workshop provides a summary of how employers use diversity, equity, and inclusion (DE&I) initiatives for both compliance obligations and to increase the overall bottom line with a more diverse, equitable, and inclusive workforce. Identifying several ways for DE&I to increase employee engagement resulting in profitability increasing.

COURSE OBJECTIVES AND OUTCOMES

GOAL A:

The workshop participant will understand the importance of collecting demographic data of the current workforce.

Learning Outcome: The participant will:

- A-1 Review the different components of diversity, equity, and inclusion.
- A-2 Understand where to identify needs and/or areas of concerns

GOAL B

The workshop participant will understand some of the policies or practices of the organization that need to be eliminated or adjusted.

Learning Outcome: The participant will:

- B-1 Discuss how employers must determine if there are barriers that may be impeding the employment, opportunity, or inclusion of individuals from different demographic groups.
- B-2 Review the differences between conscious and unconscious biases that affect diversity, equity, and inclusion within the workplace.

GOAL C

The workshop participant will identify how a diverse, equitable, and inclusive workforce can aid in achieving business objectives aligned with the company's strategy.

Learning Outcome: The participant will

- C-1 Determine if the organization's clients are becoming more diverse; therefore the organization should embrace a more diverse and inclusive workforce to serve the population better
- C-2 Identify ways to build cultural competence and inclusive decision-making within the workforce, which could more effectively harness existing team diversity and capitalize on diverse ideas.

PRESENTER: Dr. Reba Businsky, PhD

Dr. Reba Businsky is the President/CEO of Alexander Businsky Consulting. Over twenty years of experience in consulting, management, education, training, and development of individuals and teams.