

# Flourish

## NEUROLOGY of E&I WORKSHOP SERIES

### THE GOAL FOR THE FULL SERIES IS TO PROVIDE EMPLOYEES WITH:

1. A new way of understanding their brain and how it impacts equity & inclusion (E&I).
2. A menu of research-backed E&I options for themselves & specific to their work.
3. Space and time to choose what changes or skills they want to engage in to support E&I at work.
4. A safe place to ask questions and explore options.

### LEARNING OBJECTIVES BY SESSION

#### Part 1: Fundamentals (for all staff)

- Unpacking the neuropsychology of equity and inclusion
- Understanding how E&I impact our health and performance
- Discussion of how ingroup/outgroup bias shows up at work, and how to change our habits for the better
- Overview of five research-backed E&I target areas
- Brain-friendly methods to support healthy E&I conversations
- Options for how to navigate harder E&I conversations

#### Part 2: Team Level Belonging (for all staff)

- Dedicated Q&A time to unpack how the homework assignment worked for attendees
- Understanding of how bias (and its impact) shows up in meetings and group discussions
- 3 ways to make meetings more equitable & inclusive
- Time and support to create a personal game plan (and resources) for how to practice new E&I skills

#### Part 3: Promotions, Talent Development and/or Compensation

(Recommended for DEI committees, managers and leadership)

- Understanding “equity debt” and how we can start addressing it
- Choose 2 areas to have your workshop focus on:
  - a. Options to support equity in professional development
  - b. Options to support in promotions
  - c. How to improve salary equity at the manager or department level
- Time for attendees to explore, on their own, which improvements might fit their teams or departments best

#### Part 4: Influence & Implementing Change

(Recommended for DEI committees, managers and leadership)

- A step-by-step guide for building buy-in for E&I changes
- How to build a stronger understanding of stakeholder needs
- How to avoid the four most common pitfalls of E&I initiatives
- Multiple easy templates for testing and launching E&I initiatives (which incorporate the neuropsychology of influence and change)
- Q&A time for individual concerns or challenges

### DETAILS

- All workshops focus on quiet exercises, and the *option* to ask questions or join in the discussion in real time, via chat. There are *no* forced discussions, and no mandatory exercises: in E&I work, a lot of learning requires quiet reflection. Part 1 and 2 specifically emphasize quiet reflection to minimize the negative impact that large group discussions often have on minoritized groups
- All sessions work for up to 100 attendees. We suggest 50 or less for parts 3 and 4
- We recommend sessions be one to two weeks apart when possible
- Rates: Workshops are priced individually, with a bulk discount for booking a 3 or 4 part series. Proposals will be drafted after initial consult
- Single workshops include 30 consulting minutes. Full workshop series includes 2 consulting hours. Hourly Coaching/Consulting is available
- All workshops include digital copies for you to keep of all next steps and handouts
- To allow for psychological safety, sessions cannot be recorded
- Feel free to check out our [recommended prep steps](#) for coordinators to get a sneak peek

Ready to discuss or to place a hold on a date? [Book a call with me here](#)