



# Diversity Way-Maker

MAKING A WAY FOR WORKPLACE EQUITY

# DWM Skills Anchoring



## Unique Approach

Through the gifts we possess as humans, the spirit of diversity, equity, and inclusion lives and thrives as our true selves. What makes the Diversity Way-Maker approach different from other DEI leadership frameworks is that we put self-examination front and center of equity-focused leadership competencies.



## Human-Centered Values

From a pragmatic perspective, we know that lasting change is only possible when top leaders are fully invested in and committed to the changes that need to happen within their organization – to truly accomplish this, one must first explore their own core values and beliefs about equity and justice.



## Perseverance

Most importantly, we understand the immense difficulty of this work and how it can drain and deplete one's resolve toward making way for meaningful change. We developed a model of soft power skills, coping mechanisms and evidence- and performance-based competencies as they intersect with personal well-being and collective mindfulness integrations.

# Foundations for the Diversity Way-Maker

## Overview



- Understand foundational Diversity Way-Maker concepts to prepare participants for continuous learning and application of equity-focused leadership competencies
- Connect personal experiences and resources to the DWM model
- Develop strategies for dealing with resistance in spheres of influence to enable effective executive of diversity, equity and inclusion initiatives
- Connect to High Value Competencies: human-centered leadership values necessary for advancing and sustaining equity and inclusion within organizations
- Develop tools to drive cultural transformation within organizations
- Identify spaces and relationships that contribute to equity and justice
- Develop strategies for thriving and continuous renewal
- Understand why certain words we use to describe concepts like racism, white supremacy, privilege, and others ignite certain reactions
- Commit to disrupting systemic inequities within spheres of organizational influence
- Draft personal Diversity Way-Maker purpose statements to kick-start intentions
- Design first action steps to implement upon completion of this course

### Training Delivery

Cost of Workshop Training (per person)	\$1500
Maximum number of learners in a session	36
Minimum number of learners in a session	12
Type of training	On-premise or Virtual
Total Number of days in training (6 hrs. per day)	2

Workshop delivered in person abiding by Covid-19 preventative measures or, virtual training is provided to learners through a webcast or virtual meeting platform accessible from computer, cell phone, or Smart TV.



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# Diversity Way-Maker Blended Learning

