

CREATING STRONG ERG LEADERS: DEI FUNDAMENTALS

DESCRIPTION:

Employee Resource Groups (ERGs) provide employees with a sense of community and belonging, as well as opportunities for professional development, networking, and mentorship. For organizations, ERGs can improve diversity and inclusion efforts, boost employee engagement and retention, and lead to better decision-making.

ERG Leaders are the movers and shakers. They lead the planning and execution of ERG activities, and they support the inclusive culture of the organization. However, in addition to organizing these opportunities for their members, ERG leaders are in a position that requires a grasp of diversity, equity, and inclusion (DEI) fundamentals. They may need to engage in difficult conversations about sensitive topics, such as race, gender, and bias. They may need to support the process of uncovering gaps in understanding, addressing unconscious biases, and creating greater empathy among coworkers.

Through this workshop, participants will learn DEI fundamentals, concepts such as privilege, equity, empathy, and systemic inequality. They will be given the tools and the resources to grow their DEI acumen and become stronger, more effective ERG Leaders.

CENTRAL QUESTIONS:

1. How do we define DEI concepts like privilege, equity, unconscious bias, and psychological safety? How might we be able to leverage our understanding of these concepts to better support our members and create a more inclusive work environment?
2. How do we create and maintain brave spaces where all employees can feel invited to participate while held accountable for any harm they may cause or perpetuate?
3. How do we support allies while centering the experiences of those our groups are meant to serve?

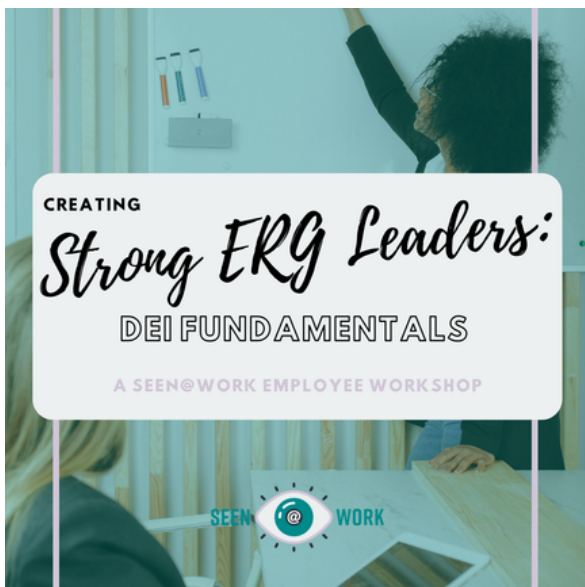
OBJECTIVES:

By the end of this session, you will have:

- An understanding of foundational diversity, equity, and inclusion concepts
- A set of strategies to create and maintain equitable spaces that involve allies

DURATION:

1.5hrs or 3hrs



FOR MORE INFORMATION, SCHEDULE A FREE
CONSULTATION WITH US:

[SEENATWORK.COM/CONSULTATION](https://seenatwork.com/consultation)

TO REVIEW A FULL LIST OF SEEN@WORK
WORKSHOPS, VISIT OUR WEBSITE:

[SEENATWORK.COM/WORKSHOPS](https://seenatwork.com/workshops)

