



“Your Total Training Resource”

## **Building a Diverse and Inclusive Work Environment: *Fighting “Isms” To Make Organizations Flourish in the 21<sup>st</sup> Century***

Today’s global business environment requires strong inclusive leaders. The United States of today is more diverse than its ever been in our history. We all know this anecdotally by looking around us, our neighborhoods and cities, television coverage and programming and by our work environments being filled with people from other generations, gender expressions and cultures. Data tells us that Millennials are now the largest generation in American history and 44% of them classify themselves as something other than ‘white’ while for the first time in history a majority (52%) of children under the age of 5 were classified as being part of a minority ethnic group. And these statistics don’t even introduce other major factors of diversity such as gender expression, sexual orientation, people with disabilities and diversity of thoughts and experiences. Diversity in the US is here to stay.

**The business reality is that most organizations have not prepared for this seismic shift.** Now more than any other time in our nation’s history we need leaders who actively seek to leverage the full potential of every member of their team. We have to acknowledge and address the “isms” that exist in society today that keep us from reaching our collective full potential.

*We live in a time where we can no longer afford to pretend these concepts are a thing of the past - Racism, Sexism, Heterosexism and Ageism all exist and are currently at the forefront of our country’s dialogue.*

How can you guard against these “isms” to ensure growth of both your leaders and your organization?

How can you begin the discussion on how to build brave and inclusive work environments?

How do you build inclusive leaders to compete for talent and retain talent you already have?

*Our interactive one-day workshop will help you understand the main “isms” that plague the American Workforce and give you basic tools to begin a journey to minimizing their impact in your organization.* In today’s competitive and constantly evolving business landscape, inclusive leaders will win in all industries, across all sectors.

### **What will be covered?**

- Understand definitions to key language around diversity, inclusion and equity
- Building emotional fortitude to have difficult conversations
- Building empathy for different groups you may work with, manage or serve
- Confidently articulating your own position on current events/topics/issues
- Recognizing how unconscious bias impacts us in our work and how to mitigate its impact

### **Who should attend?**

This program is specifically designed for all levels of management and supervisors plus people who:

- Have responsibility for recruiting and retention of employees
- Are curious on how to operate in the constantly changing American landscape
- Are looking to understand issues around race, gender, generational and economic differences



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## Registration Information

**Time:** Workshops scheduled from 9:00 a.m. to 4:30 p.m.

**Pricing:** 1-2 attendees \$245 per person, 3+ attendees \$225 per person.

**Location:** DePaul University, O'Hare Campus, 8770 W. Bryn Mawr Ave., Chicago, Illinois 60631 ([Click here to download a map and directions](#))

**To register** or for additional information either email, phone or complete the [online registration form](#). **Email:** Ken Keller at [kkeller@c-k.com](mailto:kkeller@c-k.com) or Dean Carroll at [dcarrroll@c-k.com](mailto:dcarrroll@c-k.com) or **Phone:** (630) 495-0505 or (800) 869-7497.

**Register online:** [Complete form by clicking here](#). If you register online, a confirmation email will be sent to you with next steps and payment details. Please note we accept checks as a form of payment.

**[To see a complete list of our current workshops click here.](#)**

Customized onsite workshops are also available.

Please contact us with any questions or concerns you may have. Email: Ken Keller at [kkeller@c-k.com](mailto:kkeller@c-k.com) or Dean Carroll at [dcarrroll@c-k.com](mailto:dcarrroll@c-k.com) or Phone: (630) 495-0505 or (800) 869-7497.