

Diversity, Equity, Accessibility, and Inclusivity Training Modules

The Vocabulary of DEAI (diversity, equity, accessibility and inclusion)

Upon completion of this 2-hour module, the participants will

- create a lexicon of terms, phrases, concepts of DEAI
- recognize micro-aggressions and behavior
- review and expand a resource library for DEAI

Handling Difficult Conversations

Upon completion of this 2-hour module, the participants will be able to

- define effective communication
- describe the impact that culture has on communication
- identify best practices for communicating with different groups

Empowering Women in the Workplace

Upon completion of this 2-hour module, the participants will be able to

- discuss the advancements that women have made over the last 50 years
- identify the challenges that still exist for women in the workplace
- present best practices for including and empowering women in the workplace

Disability & Special Needs Accommodations

Upon completion of this 2-hour module, the participants will be able to

- dismantle disability myths
- distinguish between the different types of disabilities and the needs of workers
- discuss disability etiquette
- identify best practices for providing accommodations for workers with disabilities and their caregivers

Generational Intelligence

Upon completion of this 2-hour module, the participants will be able to

- describe changing U.S. demographic data
- distinguish between the different generations in the U.S. workplace

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- identify best practices for managing different groups at work, as well as determine how to prepare the workplace for future generations
- define ageism, and what it looks like and how to deal with it the workplace
- identify stereotypes with each generational group

Diversity of Religious & Belief Systems

Upon completion of this 2-hour module, the participants will be able to

- discuss how religion and non-religion means many things to different people
- distinguish between the top 5 religions in the U.S
- ascertain the best practices for reducing and/or eliminating workplace discrimination as it pertains to religion

LGBTQ + Inclusion

Upon completion of this 2-hour module, the participants will be able to

- discuss the history of the gay rights movement
- distinguish between the different groups within the LGBTQ+ community
- identify best practices for ensuring LGBTQ+ inclusion and engagement

Measuring the Impact of Diversity & Inclusion

Upon completion of this 2-hour module, the participants will be able to

- define key measurement terms
- determine how you might go about measuring diversity & inclusion in an organizations
- learn how to create a strategic plan and follow-through to your end goal

Personal Awareness & Managing Blind Spots

Upon completion of this 2-hour module, the participants will be able to

- define self-awareness as it pertains to DEAI work
- identify and learn how to manage blind spots
- learn to demonstrate more effective DEAI leaning leadership style

Race, Power & Privilege

Upon completion of this 2-hour module, the participants will be able to

- explore the effect of racial, power and social constructs on America's workplace

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- discuss key definitions essential to anti-racism
- identify the impact of prejudice, discrimination, and oppression

Implicit/Unconscious Bias

Upon completion of this 2-hour module, the participants will be able to

- identify “implicit/unconscious” associations
- explore past impediments, as well current practices that may hinder organizational advancement
- discuss specific strategies to overcome impediments to equity, inclusion and cultural competence

The Next Generation of Equity, Diversity & Inclusion Work

Upon completion of this 2-hour module, the participants will be able to

- research industry needs and/or employee expectations will change in the coming years
- explore forward thinking processes to evaluate workplace trends
- discuss diversity and inclusion strategies that will make an impact today and in the future

Native Americans in the Workplace

Upon completion of this 2-hour module, the participants will be able to

- learn to recognize their traditional skills
- discuss how to foster relationships with indigenous people with other cultures
- respect the collective dimensions of their culture
- display sensitivity to the lack of identification documents
- alternative means of communication and openness to other languages

Impediments to Inclusion & Cultural Competence

Upon completion of this 2-hour module, the participants will be able to

- identify impediments and other “pain points”
- explore past impediments, as well as current practices that may hinder advancement
- discuss specific strategies to overcome impediments to equity, inclusion and cultural competence

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Diversity is Being Invited to the Party: Inclusion is Being Asked to Dance

Upon completion of this 2-hour module, the participants will be able

- discuss the difference between diversity and inclusion
- understand that inclusion is more than just representation
- understand the barriers to inclusion
- learn the steps of promoting inclusion
- understand the elements of “Interrupt Bias”
- learn steps to stay on top of your biases
- discuss the “Spectrum of Responses to Bias”

Diversity Recruiting & Retention

Upon completion of this 2-hour module, the participants will be able to

- understand global recruiting challenges
- shift the focus from pure recruiting to a more comprehensive approach
- identify the best practices for recruiting, onboarding, inclusion, engagement, and retention
- discuss how to locate a diverse employee pool

Resource Groups & Diversity Councils

Upon completion of this 2-hour module, the participants will be able to

- distinguish between diversity councils and resource groups
- discuss best practices for starting an employee group
- share strategies for sustaining the group’s impact and development

Review of EEO Rules and Regulations

Upon completion of this 2-hour module, the participants will be able to

- review the EEOC & Equal Employment Laws
- identify common management mistakes in the area of equal employment opportunity
- review prohibited employment practices
- Review the definition of retaliation

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