

DESCRIPTION

The Certificate of Inclusive Leadership presented by Sodexo Live! Empowers participants with the skills and knowledge to actively contribute to their organization's Diversity, Equity, and Inclusion (DEI) initiatives, emerging as exemplary leaders who cultivate an inclusive culture. In today's landscape, these principles are not merely optional elements of an organizational strategy; they have become fundamental components that demand dedicated time and resources.

This certificate program, facilitated by Diversity Awareness Partnership, provides participants with a safe environment to learn about diversity and inclusion-related concepts and how they can be champions of change to improve the long-term health and performance of their organization.

WHO SHOULD APPLY?:

- Pro Sports Assembly Members
- Current and aspiring leaders and members of an organization who have been charged with or are interested in transforming their office into a more diverse and inclusive space.

DATES

March 28, 2024 - May 30, 2024

FORMAT

Six (6) 60-minute virtual webinar sessions + one (1) capstone project.

SCHEDULE *(all sessions are scheduled at 1:00 PM CT)*

- Thursday, March 28, 2024
- Thursday, April 11, 2024
- Thursday, April 25, 2024
- Thursday, May 9, 2024
- Thursday, May 23, 2024
- Thursday, May 30, 2024

Final Project Due: June 21st



Certificate of Completion will be provided to participants that attend all six sessions and complete the capstone project

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Session 1: Building a Foundation

In this session, participants will start exploring the foundational elements of diversity, equity, and inclusion by introducing essential frameworks and terminology. Participants will gain a shared vocabulary, which is vital for continuing conversations and building capacity in subsequent sessions and participate in a trust building activity

Session 2 – Recognizing and Addressing Bias

This session will examine the meaning of bias and how it manifests through systems and behavior. Participants will explore other related concepts such as prejudice, discrimination, and how bias can lead to the “-isms” (racism, sexism, ableism, etc.) and participate in a Privilege for Sale activity, to initiate self-reflection, and drive home the importance of recognizing the privileges and lived experiences that can contribute to bias

Session 3 -Exclusionary Behavior

participants recognize and understand the subtle and covert behaviors that can have harmful impacts on staff and members of organizations. This session will cover the meaning of exclusionary behaviors (also known as microaggressions), reflect on the impacts, and provide best practices for responding to and addressing them..

Session 4 - Continuing Healthy and Productive Conversations

Conversations about inclusion can be challenging and uncomfortable, yet it is perhaps one of the most crucial ways to progress inclusive and equitable initiatives. This session will cover the importance of conversation to the sustainability of inclusion in the workplace, how to have dialogue across differences, and the key elements of conversations that can help foster positive relationships.

Session 5 - Focusing on Systemic Level Improvements in your Organization

Leaders have a role and responsibility in implementing systemic level improvements. This session will delve into the differences between the systemic and individual approach and why a systemic approach is essential to long-term organizational shifts. Participants will learn effective inclusive strategies and how to build accountability.

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Session 6: Using an Equity Lens Tool

The DAP facilitator will introduce and explain a tool participants can use to mitigate bias and implement equity in their organizational systems.

Capstone Project: Using an Equity Lens Tool

Participants will choose three policies and/or processes instrumental to their organization or department and suggest changes for improvement.

About the Facilitator:

Diversity Awareness Partnership (DAP) is a catalyst to increase awareness, facilitate engagement and provide education about diversity and inclusion. Our vision is inclusive communities where diversity is respected and embraced, and equity is the norm. In 1998, survey results indicated that 89% of participating St. Louisans would do something to make the region more inclusive if they knew what to do. This statistic inspired a partnership between St. Louis' beloved sports teams, the St. Louis Rams, Cardinals.

Since its inception, DAP has been recognized for its collaborative efforts with St. Louis entities including Edward Jones, Webster University, community organizations, the St. Louis legal community, and area middle and high schools to develop more diverse and inclusive working, learning, and living environments. After 20 years of making a difference, DAP remains dedicated to its founding mission while taking creative and innovative steps to impact the community as effectively and productively as possible.

Accommodations Statement

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email membership@prosportsassembly.org at least three (3) business days in advance for arrangements to be made. Your response helps us make all PRO events more inclusive.

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