

PRO INCLUSIVE LEADERSHIP

PRESENTED BY



DESCRIPTION

The Certificate of Inclusive Leadership presented by Sodexo Live! will empower participants to engage with their organization's DEI initiatives and become exceptional leaders in discussing and addressing matters of equity, racism, prejudice, diversity, and inclusivity.

This certificate program 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. Facilitated by RISE, this multifaceted curriculum is organized to explore a wide array of topics and skills.

TARGET AUDIENCE

- 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.

FREQUENCY AND DURATION

9 Engagements

- Six (6) 60-minute workshops
- Two (2) 20-25 minute self-paced digital modules
- Personal Reflection
- One (1) Capstone Experience

COURSE DATES

Every other Tuesday at 3:00 PM CST

- March 21, 2023
- April 4, 2023
- April 18, 2023
- May 2, 2023
- May 16, 2023
- May 30, 2023
- June 16, 2023 (Capstone Project Due)

COURSE FACILITATORS

These sessions are hosted by RISE, a national nonprofit that educates and empowers the sports community to eliminate racial discrimination, champion social justice, and improve race relations.

INTERESTED? APPLY TODAY!

PRO SPORTS ASSEMBLY

PROSPORTSASSEMBLY.ORG

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COURSE FORMAT

Session 1: Understanding Our Identities

Participants reflect on the labels they use to define themselves and discuss why they do so. They are also challenged to consider the multifaceted nature of their identities and which labels hold more importance to them. Finally, they have the opportunity to share their labels with others and discuss the importance of diversity.

Self-Paced Digital Module - Equality vs Equity

In this module, participants will learn about equality and equity. More specifically, they learn the difference between the two often confused terms, which one is more effective in achieving fairness, and the roles equality and equity can play to better serve society.

Session 2: Trading Places

Participants complete a trading places activity prompting them to acknowledge assumptions, values, and predetermined opinions they may have based on small amounts of information. The activity helps participants recognize their own biases, where they may come from, and why they are important to address.

Session 3: Inclusive Leadership

Participants will be introduced to the concept of inclusive leadership, its importance, and how this skill can be both modeled and fostered. They will also engage in discussion and exercises to develop those skills and perspectives and receive an inclusive leadership toolkit.

Session 4: Race, Racism, Anti-Racism

Race, Racism, and Anti-Racism will deepen participants' awareness of what the terms race, racism, and anti-racism mean and the ways in which they are similar and different. After grasping the terms, participants are challenged to work in small groups to recognize the ways in which racism exists in their contexts and identify personal and professional anti-racism strategies.

Self-Paced Digital Module: Sports as a Vehicle for Change

Participants identify varying types of athlete activism, are challenged to match different examples with the most applicable type of activism displayed and test their knowledge and application. Participants are then provided with examples of historic moments of athlete activism and prompted to create their own activism video statement.

Session 5: Privilege Walk

Participants will be introduced to the concept of inclusive leadership, its importance, and how this skill can be both modeled and fostered. They will also engage in discussion and exercises to develop those skills and perspectives and receive an inclusive leadership toolkit.

Session 6: Framework for Inclusive Excellence and Storytelling

In this activity, RISE shares the five broad recommendations for advancing organizational diversity and inclusion. Equipped with these recommendations, participants are provided an opportunity to work in small groups to workshop what those strategies and approaches might look like in their respective institutions and get some feedback from RISE staff.

Participants will also connect and share their program experience and what they wish they knew with the Summer 2023 cohort at The Assembly.

Session 7: Capstone Experience

To complete the certificate, you will be invited to be a part of a RISE certificate in which you will have the opportunity to discuss issues related to racial diversity and inclusion with youth, law enforcement, or community leaders. This opportunity will also allow you to understand the ways in which RISE implements programming and the objectives and challenges to be considered as you work toward implementing these within your own organization.

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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