

**DESCRIPTION**

The Inclusive Leadership Certificate presented by Sodexo Live! empowers participants to engage with their organizations' DEI initiatives and become exceptional leaders in fostering a culture that embraces diversity, equity, and inclusion. 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 Gateway Equity Institute (GEI), 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.

*\*Individuals who complete the Inclusive Leadership course are given priority in all other PRO Learning & Development programs.*

**DATES**

March 18, 2025 - May 27, 2025

**FORMAT**

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

**SCHEDULE** *(all sessions are scheduled at 2:00 PM CT)*

- Tuesday, March 18
- Tuesday, April 1
- Tuesday, April 15
- Tuesday, April 29
- Tuesday, May 13
- Tuesday, May 27



***Certificate of Completion will be provided to participants who attend at least five 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 approaches 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 GEI 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:

**Gateway Equity Institute (GEI)** strives to be a hub for learning, engagement, and action in the St. Louis region and beyond. We know that the future is diverse and equitable, with true belonging for everyone. We also know that many people are already eager to create that change in the world, and they deserve the tools and interpersonal connections it takes to make it happen.

GEI was founded in 2024 as the result of a merger between Diversity Awareness Partnership (DAP) and NCCJ St. Louis. Thanks to the decades of experience in community education accrued by each organization, we are uniquely poised to work in a wide array of spaces: schools, businesses, grassroots networks, faith-based organizations, and more. All of these spaces can foster psychological safety and work proactively toward justice.

Today GEI offers community events, youth programs, and training opportunities. Our content takes emerging challenges into account, including evolving legislation around DEI efforts and ongoing factors like the pandemic. We work closely with our network to both respond to current events and remain forward-looking in our thought leadership.

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### Accommodations Statement

If you have a disability that requires reasonable accommodation to fully participate in a PRO event, email [membership@prosportsassembly.org](mailto: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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