

DIVERSITY EQUITY INCLUSION (DEI) OFFERINGS



All of us working together can create meaningful work environments and engaged teams. Start with one or more of the topics listed here and build upon them over time.

The diversity, equity and inclusion offerings are appropriate for individuals with any level of experience who are looking to broaden their knowledge about the differences in the people around them and learn how to appropriately include and communicate with them. These offerings will help increase professionalism, communication, collaboration and accountability, in addition to cultural intelligence.

FOUNDATIONS OF DIVERSITY, EQUITY AND INCLUSION

10 AM-NOON
WEDNESDAY, AUGUST 31

- Learn the core concepts of Diversity, Equity and Inclusion in the workplace.
- Examine best practices for managing DEI in the workplace.
- Understand the difference between explicit and implicit bias and their potential impact.
- Identify ways to create equity and inclusion in the workplace.

INTERCULTURAL COMMUNICATIONS

10 AM-NOON
WEDNESDAY, SEPTEMBER 14

- Learn how cultural norms, values and experiences can impact our ability to communicate.
- Explore Hofstede's Cultural Dimensions of the workplace. Understand how critical frameworks of culture can influence a worker's perspective and attitudes on the job.
- Gain practical strategies for implementing inclusive language within an intercultural workplace.
- Explore Personal and Social Identity activities to build personal awareness and develop cultural intelligence.

CULTIVATING AN INCLUSIVE WORKPLACE

10 AM-NOON
WEDNESDAY, SEPTEMBER 28

- Learn the key behaviors of leaders that contribute to inclusive workplaces.
- Identify status and its impact on inclusiveness.
- Explore actions that can be started or stopped as a leader to promote inclusion.
- Understand the relationship between implicit bias and inclusive workplaces.
- Examine the process of creating an Inclusive Team Charter.

DIFFICULT CONVERSATIONS: TALKING ABOUT DIVERSITY ON THE JOB

10 AM-NOON
WEDNESDAY, OCTOBER 19

- Recognize the difference between Safe Spaces and Brave Spaces.
- Identify common dialogue blockers in conversations about diversity and explore effective ways to respond.
- Identify ways to interrupt bias in the workplace.
- Recognize effective and ineffective ways to discuss diversity in the workplace.

SARAH DIXON-HACKEY is a graduate of Concordia College with a degree in Healthcare Administration and an M.B.A. from North Dakota State University. She currently serves as the Diversity, Equity, and Inclusion Liaison for Clay County Public Health working to identify and bridge health gaps for underserved populations. In addition to her work with Public Health, she has spent 18 years as a business instructor in higher education and 8 years in direct programming for at-risk populations in Fargo, ND.

Along with her work, Dixon-Hackey is deeply involved with the American Foundation for Suicide Prevention-ND Chapter. From 2014-2021, she served as Walk Chair for Fargo-Moorhead, the largest Out of the Darkness walk in the state. In the Fall of 2021, she was appointed State Field Advocate, serving as the lead advocate in North Dakota for public policies supporting mental and behavioral health. She is an approved Trainer for the AFSP's "More Than Sad" suicide prevention training for parents and educators, and is a certified Mental Health First Aid Trainer, a nationally recognized program by the National Council for Mental Wellbeing.

**\$49
EACH**

- Virtual sessions
- Two hours in length
- Mix and match

Register online at minnesota.edu/wds or contact Sheila Jesness.

CONTACT/QUESTIONS

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