

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, FEBRUARY 15

- 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, MARCH 1

- Learn how cultural norms, values and experiences can impact communication.
- Identify high and low-context communication and the role of culture.
- Understand how culture can influence a worker's perspective and attitudes on the job.
- Explore Personal and Social Identity activities to build personal awareness and develop cultural intelligence.

CULTIVATING AN INCLUSIVE WORKPLACE

10 AM-NOON | WEDNESDAY, MARCH 22

- 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.

FACILITATING DIFFICULT CONVERSATIONS ABOUT DIVERSITY, EQUITY AND INCLUSION

10 AM-NOON | WEDNESDAY, APRIL 5

- Recognize the difference between Safe Spaces and Brave Spaces.
- Identify common dialogue blockers in conversations about diversity and explore effective ways to respond.
- Learn methods for facilitating discussions on equity and inclusion in the workplace.
- Create a plan for encountering and managing strong emotions.

**\$49
EACH**

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

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

SARAH DIXON-HACKEY has a B.A. in Healthcare Administration and a Master's in Business



Administration. She serves as the Diversity, Equity, and Inclusion Liaison for Clay County Public Health working to 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 served as a Subject Matter Expert in the curriculum development of University-level classes in DEI. She has also spent eight years working in direct programming for at-risk populations in Fargo, N.D.

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. In 2021 she was appointed State Field Advocate, and works to improve public policies that support mental and behavioral health. She is an approved Trainer for the AFSP's "More Than Sad" suicide prevention training program and is a certified Mental Health First Aid Trainer, a nationally recognized program by the National Council for Mental Wellbeing.

Contact **SHEILA JESNESS**
or visit **MINNESOTA.EDU/WDS**
to register today.

CONTACT/QUESTIONS

Sheila Jesness, Administrative Assistant | 800.492.4836 ext. 3763 | sheila.jesness@minnesota.edu
Sarah Dixon-Hackey, Instructor | sarah.dixon-hackey@minnesota.edu

LEARN more. **EARN** more.
minnesota.edu/wds