



LEADERSHIP SERIES

ACCESS GRANTED

**WHERE YOUR LEADERS TAKE
A DEEP-DIVE INTO
YOUR ORGANIZATION'S
EQUITY COMMITMENT**

INFORMATIONAL GUIDE

Welcome!

You completed the Level I Learning Sessions, which means, you have been granted access to the My Colab Partners Leadership Series!

We look forward to continuing your equity journey with you.

PURPOSE

The Leadership Series is designed to enhance your leaders understanding of critical topics within equity, inclusion, and diversity. Your leaders will participate in several learning sessions to promote organizational growth and equip them with the tools and resources to become change agents within your organization.

Throughout this series, leaders have an opportunity to engage in a space which fosters connection, exploratory conversation, shared meanings and application of key concepts in a supportive continuous learning environment.

WHAT TO EXPECT

- Six Interactive Continuous Learning Modules
- Two “Ask the Expert” Sessions
- Weekly Partner Office Hours
- Live Virtual Facilitation
- Resources & Tools
- Breakout Groups
- Activities Designed for Authentic Engagement
- Call-to-Action for Application of Learning & Continuous Engagement
- Digital Badge for Completion



SESSION DESCRIPTIONS

○ Exploring Power, Privilege & Oppression

Examine how one's identities shape their experiences of power, privilege, and oppression. Participants have the opportunity to explore their identities related to race, class, ability, religion, and other identities to increase awareness, engagement and establish commitments for addressing inequities. This session allows for participants to consider different identities in their actions, decisions, and behaviors.

○ Intersectionality

Build solidarity with others by understanding the complexity of multiple intersecting social identities held by self and others. Participants have an opportunity to recognize how an individual may experience overlapping discrimination based on multiple identities and how some people can simultaneously navigate social spaces with both dominant and oppressed identities. Understanding intersectionality will assist participants in data analysis, engagement with internal and external stakeholders, and developing inclusive strategies.

○ Decolonizing Leadership

Identify new approaches to leadership that dismantle oppression and cultivate inclusion. Participants will discover how to center employee voices and values and use inclusive communication practices. This customized module provides tools to explore power dynamics, foster equitable relationships, and techniques for approaching growth and development conversations.

SESSION DESCRIPTIONS CONTINUED...

○ **Perspective Building**

Creating shifts in perspective requires honest and authentic engagement between participants. Once participants are equipped with key terms and concepts, they will develop and share their personal stories related to privilege and oppression in a safe space. Sharing will strengthen authentic employee engagement and create synergy to advance your organization's equity journey.

○ **Theory to Action: Equity Framework**

Develop capacity to institutionalize equity through policies, practices, decisions, behaviors, and actions. Participants will discover how to take an equitable approach to decision-making and developing organizational policies and practices that foster a culture of equity, inclusion, and diversity. This session provides key factors in conducting an equity analysis to generate the most equitable solution to everyday challenges within your organization.

○ **Equitable HR Practices**

Explore the importance of creating and sustaining an environment where employees are engaged, efficient, and enfolded in the values, goals, and mission of the organization. This session will provide strategies that will help leaders and HR professionals analyze and establish equitable recruitment, hiring, and retention practices. With execution, you can begin to gather purposeful data to assess your results for long-term success.

○ **Ask Your Experts**

Provides an opportunity for participants to address challenges and ask questions in a safe environment. These sessions will provide guidance, essential tools, resources, and strategies to support leaders during their equity journey. The session will also foster a space for peer-to-peer learning and accountability.



BENEFITS

- Create greater connections with other leaders seeking to become change agents
- Utilize tools and resources to aid in making equitable decisions
- Increase knowledge around intersectionality to guide decisions and address inequities
- Recognize and resolve gaps in compensation, promotion, recruitment, accommodations, performance, and retention
- Institute equitable leadership policies and practices
- Conduct inclusive leadership and growth conversations
- Mitigate workplace conflict

INVESTMENT

Sessions are conducted over an 8-month period to provide sufficient time for participants to reflect, apply and build on what they have learned and experienced in each session.

Session Length	60-90 Minutes
Time Commitment	11 hours (total)
Professional Development Investment	\$750.00 per person



ARE YOU READY TO CONTINUE YOUR EQUITY JOURNEY?

If you have questions or would like to speak to one of our team members before getting started, please click “Start Here”. We are looking forward to helping you achieve equitable outcomes personally and professionally.

START HERE



www.mycolabpartners.com



@MyColabPartners