



Thank you for your Member Association's (MA) interest in providing Diversity, Equity, and Inclusion (DE&I) education to set the stage for dialog in your MA. WEF is committed to DE&I and has partnered with The Silverene Group (TSG), a minority, woman-owned consulting firm that works at the intersection of people, strategy, and culture. Our partnership is specific to DE&I efforts. The opportunities, below, would be provided by TSG, and are aligned with WEF's goals, language, and the work that has been underway over the last two years. Now, we are delighted to carry it forward to WEF MA communities because doing this will enhance the sustainability of our collective efforts.

WEF is bringing these opportunities to you so that we can all reap the benefits of shared language, context, and logistical ease of finding a consultant for DE&I educational service.

These offerings are confidential to WEF MAs and available for purchase from TSG, as needed. Your next step to discuss the offerings is to contact Lisa Ruane, Sr. Director of Association Engagement, at lruane@wef.org.

1. Facilitated Workshops

- Half -Day, Virtual or In person
- Up to 20 people
- 2 facilitators + producer (virtual)
- 2 facilitators (in person)

DEI Fundamentals

The half-day fundamentals workshop offered to participants from an MA provides an opportunity for self-reflection and facilitated discussions on how lived experiences impact our professional lives. The goal would be to develop and become grounded in common language and be able to paraphrase key DE&I terminology, recognize the important role Board members and leaders can play in creating an inclusive workplace and volunteer space, and understand leadership's commitment to fostering and creating change. The workshop begins the process and lays the groundwork for trust in the transformation process. Participants would learn about the impact of biases, micro-inequities, stereotypes and participate in small group discussions and activities with a key focus on understanding the impact of systemic racial biases. Participants would leave with a commitment to action to foster a more inclusive culture as a colleague. Pework may include webinars, readings, and brief assessments/activities.

The Power of Story Telling

In this half-day workshop, we guide participants through the power of sharing lived experiences and creating a safe space for others to share as well. The facilitators coach participants in demonstrating authenticity and vulnerability as they share their experiences. Telling “stories” is an effective way to shift the culture and to engage and inspire the community. Learning from others through storytelling has the power to change our thinking and opinions.

Courageous Conversations

Learn to engage in conversations that matter. Practice frameworks, techniques, and empathetic listening with the openness to the possibility of new perspectives and knowledge. Learn to listen for assumptions or assessments and how those impact those with whom we work.

2. Short Facilitated Dialogue Sessions

- 2 hours, Virtual or In person
- Up to 25 people
- 1 facilitator + producer

Grounded in Common language

This session creates a space for participants to become grounded in common language and be able to paraphrase basic vocabulary around inclusion, diversity, and bias. Through facilitated dialogue participants explore and describe the meaning of leading and living inclusively by self-reflection on personal values and experiences and how those impact professional and personal decisions.

Fundamentals of Power, Culture and Race

Explore how cultural systems are created and maintained by individuals and groups who hold power. These hierarchical systems often favor or privilege certain individuals, especially when it comes to racial identity. We will discuss how the concept of race was constructed, specific terms to help us understand how society has been racialized, and how racism has evolved over time.

Microaggressions, Stereotypes, and other Problematic Behaviors

Explore how mythologies were created to justify oppressive systems. Those mythologies evolved over time to become racial, gender, and other microaggressions, stereotypes and biases that lead to toxic environments in society and our workplaces. We will continue to discuss ways in which we can mitigate our own biases and offer simple steps to interrupt problematic behaviors in the workplace or volunteer space.

The Impact of Values on Decisions

Recognize how your own values and experiences influence your leadership and work style, and the impact in making inclusive decisions. Learn to discern and bridge gaps between personal values, the values of others and organizational values.

Inclusive Communication

Explore ways in which the language we use can lead to fatigue, disengagement, and even mental and physical harm. We will then learn how we can use inclusive language and terminology to create environments of belonging. Explore how psychological safety in the workplace and volunteer space can lead to a culture of knowledge sharing that directly impacts those whom you serve.

3. Committee Enablement Program

DE&I Committee/Council Quick Start consulting package for any MA. TSG would provide consulting and advisory support anticipating roadblocks, providing strategies on how to mitigate, and how to stay focused and on task while trying to solve deep rooted, systemic issues. Help the leaders maintain motivation and commitment despite pushbacks.

- Bi-weekly meetings for a total of 6 meetings, over 3-4 months
- Meeting facilitation, which may also include pre-work for participants
- 3 x 1-hour 1:1 coaching sessions for Committee/Council group leaders
- Conducted virtually

4. Next Level Leader DEI Mini-Coaching Cohort Program

This leadership development opportunity is for the next level leaders within an MA who are committed to DE&I and are driving the change.

Format: Six months of peer coaching to help a key group support the integration of the DE&I strategy within an MA or across similar MAs. Topics would include personal values, change management, discussing difficult topics/conversations with board members and other leaders, etc.

- 6 participants per cohort
- 2-hour meeting every month for six months
- Light exercise for participants between sessions. Purpose is to make the learning actionable to their work
- Conducted virtually
- Optional 1:1 coaching at additional cost - \$TBD

Interested? Contact Lisa Ruane, Sr. Director of Association Engagement, WEF, lruane@wef.org.