



HR & Future of Work

Diversity, Equity, Inclusion and Belonging for the Public Sector

TRAINING

Tools and Strategies for Mitigating Bias and Fostering an Inclusive Workplace Culture



Facilitated by
IRMA VARTANIAN
Intercultural Competence Trainer

Online

Wednesday, January 17 & January 24, 2024



Diversity, Equity, Inclusion and Belonging (DEIB) for the Public Sector has been designed to help government employees champion workplace inclusivity by recognizing bias and building a culture where emotional and psychological safety is a top priority. Over the course of 3 distinct modules - **Fundamentals of DEI & Self Exploration, Recognizing Bias, Creating a Sense of Belonging** - this course takes a deep-dive into DEIB and will equip you with the skills to imbed diversity, equity, inclusion and belonging into the very fabric of your workplace.

DEIB for the Public Sector will arm you with the tools to help build a more inclusive workplace from the ground up. This course will explore everything from DEIB terminology to unconscious bias and key strategies for elevating DEIB in your organization. Drawing on research with other public sector employees, **DEIB for the Public Sector** will show you a pathway for recognizing, valuing, and elevating diverse voices and experiences throughout your department and organization.

Whether you are just getting started in your career, managing staff and teams, or using this course to deepen your understanding of DEIB, this in-depth training course has something for you. Through an informative mix of presentations, self-reflective exercises and a supportive peer learning environment, DEIB for the Public Sector will provide actionable steps designed to help you sharpen and continue your DEIB journey.

Key Learning Objectives

Upon completion of this course, participants will be able to:

- Get better acquainted with DEIB terminology such as diversity, inclusion, equity and belonging
- Recognize and mitigate bias in decision-making and workplace environments
- Learn how to build an inclusive and psychologically safe workplace and help foster a sense of belonging
- Set accountable action steps to benchmark your DEIB strategy in the short and long term

Who Should Attend

This training course is relevant for all public sector employee at all levels; including:

CEO/COO/CDO/CFO and their teams & CHROs and Heads of DE&I, Human Resources, Talent and Leadership, Recruitment and Retention, Change Management, Organizational Development, Health and Wellbeing, Leadership Development, Training and Development

Meet Your Facilitator



IRMA VARTANIAN
Intercultural Competence Trainer

Irma Vartanian is an Intercultural Competence Trainer with more than 25 years of experience in the corporate world. She's an expert in the fields of People Skills for Leaders, and Communication across cultures.

Irma's clients include Fortune 500 company executives, Public Sector and government officials and international corporate leaders. Her trainings involve enhancing leadership brand, developing negotiation & communication skills within a global framework, where bridging cultural gaps and sensitivities are a must for success.

A global citizen, based in Canada, a keynote speaker, author and columnist, Irma has worked and lived in Europe, the UK, the US and the Middle East.

Irma is the President of SIETAR BC in Canada, currently serves on several international boards with loyalty, integrity, empathy & commitment, and volunteers as a Mentor for emerging women leaders & entrepreneurs.

Irma's knowledge and expertise are supported by a Bachelor's in Pure Mathematics, an MBA from Imperial College and an MA in Protocol and Soft Diplomacy. She's a Licensed ICQ Global DISC and Growth Zone practitioner; a Certified Diversity, Equity and Inclusion Executive and Cornell Certified for Women in Leadership.

In today's world, companies and organizations thrive on multiculturalism. Irma believes that communication is at the core of any successful and effective collaboration. This calls for customized intercultural competence trainings for government officials, and public sector agents. With this in mind, Irma has designed a cross-cultural communication course to develop stakeholders' engagement and exude trust while sustaining equitable and inclusive outcomes among multicultural and diverse communities.

Preparation

This training session is highly interactive with group activities about and discussions throughout. Come prepared with some current challenges you are facing in your organization.

To participate you'll need:

- Computer with a camera and microphone
- Strong internet connection
- Quiet, well-lit space
- An open mind and readiness to engage both internally and in groups

Registration

Extra Early Bird	Early Bird	Standard Price
Register by November 6, 2023	Register by December 15, 2023	
\$595 USD	\$795 USD	\$995 USD

CLICK HERE TO REGISTER



Additional discounts are available for group registrations of 10 or more.

For group discount inquiries, payment inquiries or custom training solutions please contact register@publicsectornetwork.co

Explore the Agenda - Day 1

10:00am ET Welcome from Public Sector Network

10:10am ET Training Overview, Objectives and Outcomes

Module One - Fundamentals of DEI & Self Exploration

10:30am ET **An Introduction to Diversity, Equity, Inclusion and Belonging**

- Overview of DEIB & how it has evolved and changed
- Exploring key terms and definitions
- Understanding the impact of DEIB in the workplace - everyone has a role

11:15am ET **Breakout Activity**

- The Diversity Wheel - exploring 'identity'
- Self-Reflection - how identity has shaped us
- Group discussion and 'learn and share'

11:45am ET **Identity and Intersectionality**

- Setting the Framework: What is Identity & Intersectionality?
- How does intersectionality impact employee's experiences at work?
- The relationship between overlapping identities and the complexity of prejudice

12:15pm ET **Break**

Module Two - Recognizing Bias

12:30pm ET **Welcome Back and Recap**

12:45pm ET **Discovering Unconscious Bias**

- Defining different types of biases
- Recognizing bias and understanding the impact it has in the workplace
- How unconscious bias impacts organizational decisions and long-term micro aggressive behaviors

1:15pm ET **Breakout Activity**

In this Circle of Trust activity, you will have the opportunity to explore and recognize your own internal biases and the potential impact this may have on decision-making.

1:45pm ET **Mitigating Bias**

- Understand how to recognize and reduce unconscious bias in decision making
- Learn how to apologize AND move forward
- What happens when we don't mitigate bias?
- The impact of microaggressions

2:30pm ET **End of Day One**

Explore the Agenda - Day 2

12:00pm ET Welcome Back from Public Sector Network

12:10pm ET Training Overview, Recap and Reflections

Module Three - Creating a Sense of Belonging

12:30pm ET Inclusion and Empathy

- Understanding the difference between Empathy and Sympathy
 - Recognizing the individual, team and organizational impact on creating an inclusive environment
 - Listening with intent - mitigating listening bias
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1:15pm ET Breakout Activity

- Empathetic Listening - listening without bias
 - Giving and receiving peer feedback
 - Calling attention to the challenges and opportunities for putting listening into practice
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1:45pm ET Conscious Allyship – Learning and Group Discussion

- Intent vs impact
 - The difference between performative and conscious allyship
 - Advocating for diverse voices and creating psychological safe spaces
 - Drawing on lessons learned in this course, establish a blueprint for being a conscious ally, leading with empathy and putting work into action
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2:15pm ET Group Activity: Putting Learning into Action

In this group activity you will have the opportunity to devise a personal toolkit which can be tested and put into action in the workplace. At the end of this activity, you will receive peer-to-peer and facilitator feedback.

2:45pm ET Summary and Closing Notes from the Facilitator

3:00pm ET End of Day Two
