

# DE&I COURSES

Organizations are continuing to seek ways to become better allies and act against racial injustice. The events over the last year have brought attention to the racial injustices in our society. We must dig deeper to create a workplace culture that is inclusive on the forefront and equitable for all employees.

This is especially important for Federal agencies as they aim to fulfill Executive Order 14035 and realize the President's goal to "cultivate a workforce that draws from the full diversity of the Nation."

Organizations should consider taking a variety of steps to meet these goals, including offering diversity, equity, and inclusion (DE&I) training.

## **DE&I training is important because it supports:**

- ✓ **Development of Transferable Skills:** Employees can apply skills gained in training to tasks and teams outside of DE&I-specific initiatives, enabling the organic development of more inclusive and equitable practices across your organization.
- ✓ **Performance Improvements:** As managers improve their ability to engage and support a diverse workforce, employee performance also increases.
- ✓ **Higher Retention & Engagement:** Diverse employees who feel supported and respected by their managers are more likely to stay with an organization and contribute discretionary effort to their work.



FMP Consulting has developed a variety of training to support your organization's DE&I efforts. Through March 30, 2022 we are offering these courses at the discounted rate listed below. We can offer these courses individually or as a series. We are currently only offering the courses as Virtual Instructor-Led training (VILT).

## **Cultivating Inclusive Teams**

The purpose of this course is to familiarize managers with the key concepts, goals, and priorities of a strategic Diversity and Inclusion (D&I) plan and program. Participants will learn about what D&I work is and how cultivating an inclusive team environment will drive performance and collaboration. The workshop examines the major barriers to an inclusive environment and then takes a deep dive into tools and strategies for removing those barriers. Participants will learn about the critical roles that managers play in cultivating and sustaining an inclusive culture for their teams and will walk away with practical tools and strategies that they can implement immediately for themselves and their teams.

***Audience: Leadership and Managers***  
***Duration: 4 hours***

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## Cultural Competence

This course introduces participants to cultural competence – the practice of engaging with unfamiliar cultures with openness, compassion, and acceptance. Participants will learn strategies for approaching cultural exchange with enthusiasm, not fear. The workshop addresses both intra- and interpersonal tools for constructive cultural exchange, including a self-reflection toolkit, an easy tool for cultivating opt-in cultural exchange, and reliable techniques for asking open, curious questions. Finally, participants walk through a simple, effective process for navigating mistakes and embarrassments with grace and growth. The goal of this workshop is not to teach participants about different cultures, but to provide them with the skills they need to engage with new cultures no matter their prior knowledge.

*Audience: Managers and employees*

*Duration: 2 hours*

## Unconscious Bias

This course introduces participants to the concept of unconscious bias – underlying attitudes and stereotypes that people subconsciously attribute to another person or group of people – and the impact it can have in the workplace. Participants will learn about common biases, how to check for bias using the VIEWS method (Values, Influence, Evidence, Words, Stereotypes), and how to build habits to combat unconscious biases that we all hold.

*Audience: Managers and employees*

*Duration: 2 hours*

## Emotional Intelligence in Diverse Settings

In this course, participants will explore the importance of practicing emotional intelligence in diverse settings. The workshop begins with an overview of emotional intelligence and its connection to diversity, equity, and inclusion (DEI). Participants then explore the role unconscious biases play in influencing our emotions. This section includes a deep dive into analyzing emotional reactions to personal experiences of biased treatment. In the final section of the course, participants use a video scenario to discuss emotional intelligence strategies for responding to bias, including strategies for internal processing, addressing the issue, and seeking support.

*Audience: Manager and employees*

*Duration: 2 hours*



Course	Hours	V-ILT Price
<b>Cultivating Inclusive Teams</b>	4 hours	\$3,600
<b>Cultural Competence</b>	2 hours	\$2,400
<b>Unconscious Bias</b>	2 hours	\$2,400
<b>Emotional Intelligence in Diverse Settings</b>	2 hours	\$2,400
<b>4-course series</b>	10 hours	\$10,800

For more information or to order a course, please contact Christina Ashby-King at [cashbyking@fmpconsulting.com](mailto:cashbyking@fmpconsulting.com) or (703) 671-6600 ext. 128.