

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).

Diversity & Inclusion for Executives

This workshop is intended to introduce executives and senior leaders to a strategic approach to Diversity and Inclusion. The workshop will educate participants about D&I in the workplace and introduce them to key terms, concepts, and strategies commonly employed by D&I plans. Substantive discussion is dedicated to exploring the outcomes of effective D&I initiatives and the role executives play in their success. The workshop concludes with two facilitated strategic planning conversations tailored to the executive team's specific needs (e.g., potential D&I growth opportunities, vision-setting and prioritization, establishing roles, etc.).

Audience: Executives, Senior Leadership

Duration: 2.5 hours

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Diversity & Inclusion for HR Professionals

A diverse workplace hires and retains employees with a wide variety of identities and backgrounds, while an inclusive workplace actively works to ensure all its employees feel safe, empowered, represented, and welcome. Both diversity and inclusion are critical components of a thriving organization. This training course introduces participants to the concepts of diversity and inclusion in the workplace, explains why diversity and inclusion are important aspects of business, and makes the connection between Diversity and Inclusion (D&I) strategic plans and human resources.

Audience: HR Professionals

Duration: 2.5 hours

Diversity & Inclusion: The Keys to Unlocking the Collective Power of Your Team

This course delves into the complexities of leading people, acknowledging that diversity brings strengths and challenges to an organization and for a leader. Through this course, participants will recognize the benefits that inclusion brings to an organization. Additionally, participants will have an opportunity to have a direct impact by learning how to foster a high performing, inclusive team. The pre-work will help participants better understand the role of the leader in fostering an inclusive work environment. The takeaways will provide tangible tips and tools to continue the application of these concepts on the job.

Audience: Leadership

Duration: 2.5 hours

Course	Hours	V-ILT Price
Diversity & Inclusion for Executives	2.5 hours	\$2,400
Diversity & Inclusion for HR Professionals	2 hours	\$2,400
Diversity & Inclusion: The Keys to Unlocking the Collective Power of Your Team	1.5 hours	\$2,400
3-course series	6 hours	\$7,200



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

