



TRANSFORMATIONAL CHANGE

Solutions



PLANNING TO IMPLEMENTATION

Diversity, Equity & Inclusion (DEI) refers to policies and programs that promote the representation and participation of different groups of individuals within a company.

DEI initiatives require the same components as any successful major corporate program.

- *Executive sponsorship and involvement*
- *A company-specific strategic plan including goals, projects, investments, deliverables, schedules, work plans, and metrics*

Successful DEI initiatives require something else, INCLUSION.

- *Universal engagement*
- *Changing personal behaviors and workplace relationships*

About iChange Collaborative

OVERVIEW

iChange Collaborative partners with organizations to develop inclusive workplace cultures in which both the company and their people thrive. We bring deep knowledge of how individuals and organizations move through a transformational change process.

iChange Collaborative is a Black, Indigenous, People of Color and women owned business, collaboratively operated by a diverse, equitable, and inclusive team of experts. We combine expertise in DEI training and facilitation, DEI best practices, organizational transformation strategies, and community-driven engagement.

Our services include:

- Diversity, equity & inclusion consulting
- DEI strategic planning & implementation
- Inclusive leadership development
- Organization-wide DEI training
- DEI coaching and facilitation services
- Employee engagement workshops

iChange Collaborative's Transformational Inquiry, our trademark change theory, combines DEI best practices and inclusive relationship development to leverage positive change and help companies create positive workplace environments.

We start every consultation within the frame that something is already working in every person and organization we encounter. Our appreciative approach generates solutions from pre-existing strengths, cultivates thoughtful, strategic mindsets, and results in well-reasoned, effective action.

Recognizing that change efforts are ongoing, our process conceptualizes multiple touch points in a multi-layered framework. Components are uniquely designed to maximize the potential for individual and organizational development. Our focus is to increase an organizations' internal capacity to develop, implement, and sustain long-term, equitable change.



iChange Collaborative Services

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DEI CONSULTING

iChange consultants help organizations cultivate intelligence at every level. From talent acquisition to cost/benefit analysis, we understand how diversity, equity, & inclusion best practices increase innovation and maximize profits.

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Diversity, Equity & Inclusion Consulting

OVERVIEW

Diversity, equity & inclusion best practices are competitive differentiators, shifting top talent toward organizations with inclusive cultures. Inclusive cultures report higher employee engagement and greater job satisfaction. Inclusive workplaces are more innovative, and consequently, generate higher profits.

Yet inclusivity is not necessarily intuitive. In fact, it's often counter intuitive, requiring a process of deep reflection, equitable interactions, innovative thinking, and strategic action.

DEI work is an ongoing process - a marathon; not a sprint – and transformational change is sustained over time through measured, intentional, and consistent best practices.

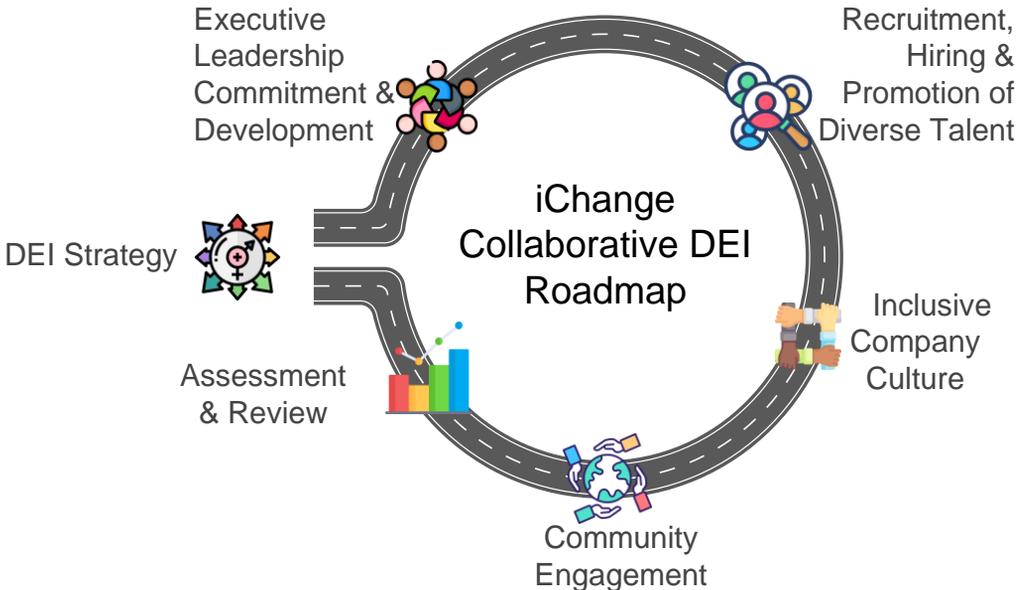
When an organization embarks on a DEI journey, they need a guide – someone who brings a roadmap and extensive experience navigating the DEI landscape.

Effective DEI initiatives require ongoing processes that include (but are not limited to):

- A strategic approach to change
- Strong commitment from executive leaders
- Inclusive leadership development
- Effective talent acquisition, retention, and advancement processes
- Inclusive company culture development
- Community engagement
- An effective communications strategy
- Cost/benefit analysis
- A continuous process of assessment and review

iChange consultants bring deep understanding of how individuals build DEI mindsets and how organizations move through the change process to build inclusive cultures.

iChange Collaborative DEI Roadmap to Change



DEI STRATEGIC PLANNING

iChange's strategic planning and implementation methodology provides a step-by-step approach, monitored by management at critical process points, to cultivate an inclusive workforce for your company.

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DEI Strategic Planning

OVERVIEW

Sustainable change begins and ends with strategic planning. The case for centering diversity, equity & inclusion as a core business component is indisputable. The reality is that companies with inclusive cultures consistently outperform their competitors.

Diversity, equity & inclusion practices make organizations better, smarter, more productive, and as a whole, more intelligent. Strong and consistent evidence links DEI to employee satisfaction, increased engagement, productivity, innovation, and profitability. In inclusive workplaces, people are more committed to their work, the well-being of their colleagues, and the companies they belong to. Inclusivity inspires empathy, energy, confidence, and empowers employees to contribute their best talents. For these reasons, forward-thinking companies are paying close attention to developing effective DEI strategies.

A successful DEI journey begins with the recognition that developing a culture of inclusion is an ongoing journey, a marathon, not a sprint.

Successful DEI initiatives require that organizations take a strategic approach to change and develop a roadmap to guide the way.

Developing a cohesive DEI strategy involves detailed planning and ongoing processes that include:

- A strategic approach to change
- Strong commitment from executive leadership
- Inclusive leadership development
- Effective talent acquisition, retention, and advancement processes
- Inclusive company culture development
- Community engagement
- An effective communications strategy
- Cost/benefit analysis
- A continuous process of assessment and review

Effective DEI programs are typically guided by a diverse team of engaged leaders from a variety of stakeholder groups. This team creates and manages an integrated strategic plan.



DEI Strategic Planning

iChange Collaborative experts guide a core team of leaders to establish the tools and processes required to develop and maintain effective DEI initiatives. Our DEI strategic planning and implementation method consists of four (4) phases:



DEI Objective Setting

The question that guides this phase is “Why is DEI imperative to your organization?” iChange experts work with your team to:

- Document company strategic business goals and the DEI implications of those goals
- Survey and document the DEI perspectives of the company’s stakeholders
- Assess policies and procedures through a DEI lens
- Develop and document measurable DEI objectives
- Design processes to implement DEI initiatives



DEI Plan Creation

The question that guides this phase is “What needs to be done to achieve your company’s DEI goals and objectives?”

iChange experts work with your team to develop a realistic plan for achieving established SMART goals.

- Review each SMART goal and determine the best approach to achieve it.
- Assemble work into related projects
- Prioritize defined projects and tasks and relate to SMART goals
- Create project level target work plans and budgets
- Create overall target implementation plan



DEI Assessment

The question that guides this phase is “How close is your organization to achieving its DEI objectives?” iChange experts work with your team to:

- Collect DEI data via surveys, focus groups, and/or interviews from stakeholders
- Analyze data collected against DEI objectives to determine gaps between where you are and where you want to be
- Establish SMART (specific, measurable, attainable, realistic, time-bound) DEI goals to close identified gaps



DEI Plan Management and Reporting

The question that guides this phase is “How will you implement the DEI plan?” iChange experts work with your team to develop an effective DEI project portfolio management approach including:

- DEI project portfolio structure
- DEI project portfolio processes and tools
- DEI project portfolio management
- DEI results analysis and reporting



INCLUSIVITY TRAINING PROGRAMS

Our experts facilitate organizational understanding of the often-invisible impact of identity experience in the workplace and build relationships of trust.

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Inclusivity Training Programs

OVERVIEW

iChange Collaborative offers four Inclusivity Training Programs. Each cohort-based program consists of a series of interactive workshops.

- Level I: Foundations for DEI Progress
- Level II: A Deeper Dive into DEI
- Inclusive Leadership Development
- DEI Facilitation Training

Because increasing DEI intelligence requires process learning, iChange Collaborative's Inclusivity Workshop Series are designed as learning journeys over time. Each six-module series scaffolds knowledge consecutively and provides multiple opportunities to practice concepts in real-world contexts. Throughout each series, participants progressively build awareness and develop skills that empower them to move into strategic action.

Our approach entails:

- Strength-based change methods
- Concept acquisition through process learning
- Multiple touchpoints to reinforce learning

In environments of mutual support and encouragement, cohort participants experience the benefits of healthy relationships and the power of inclusive cultures. They learn effective communication skills that build trust, strengthen relationships, and transform workplace cultures. The concepts introduced are practical and easy to apply in daily interactions.

By increasing awareness of the challenges many employees face due to their race, ethnicity, gender, sexuality, ability status, age, or other social identities, these workshops foster empathy, build connections, and increase resiliency. A more engaged, productive, happier, and healthier workforce is the result.

Outcomes include:

- Collaborative relationships
- Understanding dynamics of difference
- Commitment to DEI initiatives
- Strategic DEI mindsets
- Inclusive workplace cultures



Level I: Foundations for DEI Progress

*Recommended for all talent;
Six 1-hour modules; Up to 35 attendees*

This interactive learning series lays the foundation for understanding DEI issues and guides participants on a transformational journey. The series is cohort-based and addresses topics related to race, ethnicity, gender, sexuality, ability, age and other identities in the workplace.



Understanding the DEI

Imperative

Addresses best practices for inclusive workplace cultures and grounds participants in equitable communication skills.

Outcomes include:

- Increased self-awareness
- Enhanced communication skills
- Greater commitment to DEI initiatives



Disrupting Bias and Conditioning

Explores common patterns of identity experiences; introduces intervention strategies, and cultivates professional development.

Outcomes include:

- Understanding of perceptual differences
- Methods for preventing or counteracting harm
- Trust and relationship building skills



Establishing Guidelines for Effective DEI Conversations

Introduces characteristics of inclusive workplace cultures and explores trust-based relationships across differences.

Outcomes include:

- Increased psychological safety
- A lens for cultivating inclusivity
- Greater capacity for empathetic listening



Counteracting Unconscious Exclusionary Behaviors

Introduces common scenarios of unintentional bias in the workplace and offers strategies to interrupt and counteract microaggressions.

Outcomes include:

- Understanding the impact of microaggressions
- Practical skills to address microaggressions
- Increased capacity for inclusive relationships



Developing a Common DEI Language

Explores social dynamics that influence workplace experience, such as unconscious bias, microaggressions, and stereotype threat.

Outcomes include:

- Acquisition of DEI concepts and terms
- Greater awareness of identity experiences
- Systemic understanding of discrimination



Cultivating Champions for Inclusive Cultures

Addresses how to establish strong alliances across differences and cultivate long-term strategic mindsets to create inclusive cultures.

Outcomes include:

- Wholistic understanding of DEI
- Stronger collaborative relationships
- Greater capacity for innovation

Level II: A Deeper Dive into DEI

*Prerequisite: Level 1: Foundations for DEI Progress;
Six 1-hour modules; Up to 35 attendees*

Level II continues to build DEI capacity in talent as they progress as DEI champions. A deeper analysis of topics and additional opportunities to generate strategies guides this journey. The series is cohort-based and takes a deeper dive into identity experiences in the workplace.



Assessing Inclusive Workplace

Behaviors

Inclusive behaviors cultivate empathy and accountability and build skills for authentic conversations about identity experiences.

Outcomes include:

- Empathetic listening and feedback skills
- Stronger relationships across difference
- Greater social and emotional intelligence



Practicing Psychological Safety

Explores the role of psychological safety in cross difference relationships and introduces methods that build trust and resiliency among colleagues. Outcomes include:

- Understanding cross difference relationship dynamics
- Trust building methods
- Capacity for authentic communications



Understanding Identity-Based Experiences

Addresses patterns of experience among marginalized groups and introduces strategies to close empowerment gaps in the workplace.

Outcomes include:

- Greater understanding of identity
- Increased capacity to address inequities
- Strategic DEI communication skills



Identifying Bias in Standards of Professionalism

Professional norms in the workplace can profoundly affect inclusion and belonging. Learn to analyze and navigate these norms.

Outcomes include:

- Greater agency in professional practices
- Increased understanding of workplace culture
- Capacity to increase inclusion and belonging



Examining Power Dynamics in the Workplace

Analyzes social dynamics that influence workplace experience and introduces strategies to mitigate their effects.

Outcomes include:

- Understanding transformational power
- Capacity for inclusion across hierarchies
- Increased commitment to DEI initiatives



Storytelling for Changemaking

Stories are powerful levers of change. Learn how to use stories to effectively guide DEI initiatives.

Outcomes include:

- Understanding transparency as a DEI skill
- Developing your own stories
- Asking questions to elicit stories that build inclusivity

Inclusive Leadership Development

*Recommended for executives and managers;
Six 1-hour modules; Up to 20 attendees*

Cultivating an inclusive workplace begins with leaders. The Inclusive Leadership Development series moves executives and managers to the next level. They acquire talent development methods based on inclusive leadership best practices. The series is cohort-based and includes six topic-based modules.



Inclusivity: The Business Case for an Ethical Imperative

Inclusion is a business imperative in the current economy. Learn how to leverage the benefits of inclusion and avoid the high costs of exclusion.

Outcomes include:

- Higher retention rates
- Increased innovation and growth
- Development of inclusive cultures



Vision and Values Based Leadership

Aligning vision and values establishes purpose and sets the stage for effective strategy. Learn to build effective teams using inclusive processes.

Outcomes include:

- Increased inspiration and motivation
- Greater collaborative efforts
- Effective strategic implementation



Establishing Psychological Safety

Psychological safety is key to building inclusive organizations. Learn what it is (and isn't), the neuroscience behind it, and how to cultivate it.

Outcomes include:

- How leaders influence psychological safety
- Greater accountability and collaboration
- Capacity to build high performing teams



Characteristics of Inclusive Leaders

Effective leaders model a set of behaviors to build inclusive cultures. Learn skills to help build empathetic (and accountable) teams.

Outcomes include:

- Increased social emotional intelligence
- Empathetic listening and feedback skills
- Capacity for guiding sensitive conversations



Using Feedback as an Equity Tool

High-quality feedback drives personal and organizational advancement. Learn who gets it, who doesn't, and how to use it to inspire growth.

Outcomes include:

- Understanding feedback as a DEI issue
- Practical skills for giving feedback
- Capacity to develop a culture of coaching



Guiding Transformational Change

Sustainable change requires inclusive processes. Explore change theories that identify strengths and cultivate strategic DEI mindsets.

Outcomes include:

- Increased buy-in from stakeholder groups
- Sustained collaborative efforts across time
- Measurable results

DEI Facilitation Training

*Recommended for ERG leaders, DEI Council Members and other DEI Leaders;
Six 1-hour modules; Up to 20 attendees*

This series builds capacity for facilitating diversity, equity, and inclusion conversations in the workplace. It empowers DEI leaders and champions to create effective conversations to address identity experiences among coworkers. The series is cohort-based and includes six topic-based modules.



Leading with Purpose and Self-Awareness

Effective facilitators are guided by a sense of purpose. They understand their own identity and explore it as an ongoing practice.

Outcomes include:

- Capacity for purpose-centered leadership
- Understanding identity exploration
- Confidence in the facilitation process



Assessing Who Is in the Room

DEI conversations draw people from diverse backgrounds and all levels of awareness. Learn how to invite every voice into the conversation.

Outcomes include:

- Assessing a group's awareness level
- Affirming different perspectives
- Taking an intersectional approach



Cultivating Safe and Brave Spaces

People are hungry for spaces in which they can share the truth of their inner experiences. Learn how to provide these opportunities.

Outcomes include:

- Practical skills for establishing safety
- Asking questions that guide the process
- Methods to affirm and validate responses



Using DEI Facilitation Best Practices

This toolkit for facilitating effective conversations contains a series of methods and tips to help keep a group focused and moving forward.

Outcomes include:

- Setting the stage for transformation
- Managing emotional processes
- Asking questions to elicit stories that matter



The Importance of Taking a Strength-Based Approach

Learn to empower participants through a lens that highlights contributions as well as acknowledges the impact of inequities.

Outcomes include:

- Recognizing resiliency and power
- Affirming cultural contributions
- Amplifying marginalized voices



Managing Conflict and Building Trust

Learn methods to inspire trust and minimize conflict. Explore common conflicts in DEI conversations through a series of scenarios.

Outcomes include:

- Establishing communication boundaries
- Protecting and empowering marginalized participants
- Redirecting conflict



COACHING AND FACILITATION

Our coaches provide leadership coaching, conflict resolution, focus group facilitation, employee resource group facilitation, and community support services

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Coaching and Facilitation

OVERVIEW

We provide a range of coaching and facilitation services. Our experts offer one-on-one or small group coaching sessions to provide in-depth guidance on all things DEI.

We support executive leaders, managers, DEI leaders, employee resource group leaders, alliance group leaders, and learning and development officers. From strategic planning to training design to employee resource group programming, we help leaders maximize the potential of their DEI efforts.

Additionally, we offer coaching for individuals who need support developing DEI awareness. This may include identifying unconscious bias, counteracting microaggressions, or practicing a set of inclusive behaviors. With coaching, these individuals frequently emerge as DEI champions.

We provide empowerment coaching for individual leaders and employees from

underrepresented groups. These sessions support well-being, inclusive communication skills, navigating professional norms, conflict resolution, and strategies for self-advocacy.

Facilitation services include employee resource group and alliance resource group programs, focus groups, and community conversations.

Our frameworks and protocols help talent:

- Cultivate emotional intelligence
- Develop empathetic communication skills
- Build connections and develop trust
- Strengthen cross-cultural understanding
- Develop advocacy strategies
- Promote well-being
- Navigate professional norms

For a more details on our coaching and facilitation services, please contact info@iChangeCollaborative.com.



Coaching and Facilitation



Inclusive Leadership Coaching

For Executives, Managers and DEI Leaders

For leaders who are ready for one-on-one coaching, these sessions increase self-awareness and build cultural competence through exploration of workplace topics, such as implicit bias and microaggressions. Fosters relationships across differences, increases DEI program buy-in, and develops DEI leadership capacity.



DEI Task Force Coaching

Supports a core group of leaders and champions who collaborate to design DEI initiatives throughout the organization. Topics include leadership development, DEI best practices, vision and values creation and alignment, goal setting, and implementing strategies for change.



ERG Leadership Coaching

For ERG leaders and sponsors

Supports employee resource group leaders and sponsors in creating identity safe and brave spaces, facilitating dynamic conversations, developing organizational programming, and championing efforts.



ERG Facilitation

Our experts design and facilitate programs for employee resource groups. Our programs address topics relevant to the ERG group, build connections within the group, and build support for efforts throughout the organization.



Alliance Resource Groups

Alliances resource groups empower collaboration and build coalitions. ARGs include men, white advocates, LGBTQ advocates, disability advocates, and veteran advocates. Our experts facilitate groups and provide coaching for leaders.



Black Community Support

Individual and group support to empower BIPOC employees, including leadership coaching, conflict resolution, and focus group facilitation.



LGBTQ Community Support

Individual and group support to empower LGBTQ employees, including leadership coaching, conflict resolution, and focus group facilitation.



Latinx Community Support

Individual and group support to empower Latinx employees, including leadership coaching, conflict resolution, and focus group facilitation.



Inclusivity Coaching

For Individuals

Individual sessions increase self-awareness and build cultural competence. Participants learn to recognize unconscious bias, effectively respond to microaggressions, and foster relationships across differences. Increases DEI program buy-in and develops DEI champions.



Health Engagement Workshops

iChange Collaborative's innovative Health Engagement Workshops highlight topics at the intersection of cultural intelligence and health awareness.

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Health Engagement Workshops

OVERVIEW

Our one-hour Health Engagement Workshops integrate topics in diversity, equity & inclusion with National Awareness Campaigns and public health education. Through interactive learning and meaningful conversations, participants enhance cultural competence and learn to recognize the sometimes hidden social issues that can impact health and well-being in the workplace and beyond.

Participants learn the health benefits of inclusive cultures and the power of healthy relationships in environments of support and encouragement. These conversations bridge the gap between awareness and action.

Areas of focus for the workshops include:

- Health and Well-Being in the Workplace
- Social Determinants of Health in:
 - Racial/Ethnic Groups
 - Gender and Sexual Identities
 - Disability Status
 - Veteran Status

By raising awareness of the potential challenges associated with race, ethnicity, gender, sexuality, ability status, military experience, age, or other social determinants of health, these conversations raise awareness, build connections foster well-being and increase resiliency. The outcome is a healthier and more inclusive workforce.

These workshops promote health outcomes by:

- Building community connections
- Strengthening cross-cultural understanding
- Increasing health awareness
- Providing strategies to promote well-being
- Building inclusive workplace cultures

These interactive and informative workshops are often reimbursed by company health insurance providers. Ask your human resources director or employee benefits team about your coverage. For a more information about these workshops please contact info@iChangeCollaborative.com.



Health and Well-Being in the Workplace

*Recommended for all talent;
1-hour workshops; Up to 50 attendees*

Inclusive Workplaces & Social Determinants of Health

Discrimination and bias contribute to stress and damage health. Learn how identity groups impact health outcomes for these (and other) categories:

- Race and ethnicity
- Gender and sexuality
- Socioeconomic status

Health Benefits of Inclusive Workplaces

Inclusive relationships have profound health benefits. Healthy connections increase engagement and job satisfaction. Learn:

- How to build trust in the workplace
- How to cultivate inclusive relationships
- How to build skills for cross-difference relationships

Health Benefits of Positive Mental States

Self-regulation, self-care, and psychological safety improve health and well-being. Learn:

- How psychological safety improves well-being
- How a sense of purpose improves health
- How to cultivate positive mood states

Climate Change & Health

Climate impacts every aspect of life, yet everyone is not affected equally. Learn:

- How global systems impact health outcomes
- How climate issues intersect with race, gender, and other social identities
- How workplaces can promote climate solutions

Diabetes & Disparate Health Outcomes

Besides physical symptoms, health consequences can include stress, anxiety and depression. Learn:

- How socioeconomic status affects diabetes
- How neighborhoods, housing, and nutrition impacts diabetes
- How workplaces can support diabetic health outcomes

Supporting Mental Health at Work

Breaking the silence around mental health issues can improve workplace inclusion. Learn:

- To reduce stigma and increase connections
- How relationships support mental health
- How workplace cultures can increase resiliency

Managing Microaggressions for Health & Well-Being

Microaggressions cause stress, anxiety, and depression. They decrease engagement, reduce productivity, and lead to high turnover. Learn to:

- Understand the impact of microaggressions
- Support impacted employees
- Counteract microaggressions in the workplace

Managing Stress for Optimal Well-Being

Stress, depending how it is managed, can foster brain cell growth and improve memory. But too much stress damages health. Learn:

- The chemical components of stress
- How your body responds to stress
- How to manage stress and enhance well being

Adverse Childhood Experiences (ACEs) & Resiliency

Adverse childhood experiences influence future health outcomes. Learn:

- The widespread and enduring impact of adverse childhood experiences
- How inclusive workplaces can respond
- Strategies to build resiliency

Supporting Family Caregivers

Caregiving can be overwhelming with the demands of career and family competing for limited time and energy. Learn:

- How the demands of caregiving impact health
- The importance of self-care
- How workplaces can support caregivers

Social & Health Challenges: Race & Ethnicity

*Recommended for all talent;
1-hour workshops; Up to 50 attendees*

Black History: Health Disparities & Resiliency

Racism is a public health crisis that produces disparate health outcomes. Discover how a history of health disparities in people of African descent meets a legacy of resilience. Learn:

- The health impacts of being Black
- How racism manifests physical symptoms
- How workplaces can support Black employee's health and well-being

Hispanic Heritage & Health Outcomes

Significant social disparities exist in Latin Communities and produce chronic health conditions. Other factors may limit access to preventative care. Learn:

- Conditions that impact Hispanic communities
- Why such health disparities exist
- Effective interventions to counteract disparities

American Indian Heritage & Health Outcomes

American Indian communities experience significant health challenges. Historical and social factors increase risks and produce higher rates of poverty, violence, suicide, and abuse. Learn:

- How racism impacts Native American health
- Effective interventions to counteract disparities
- How workplaces can support American Indian health

Asian American Heritage & Health Outcomes

Asian Americans face significant health disparities and language barriers sometimes complicate access to healthcare. Learn:

- How language discrimination impacts health outcomes
- How health disparities in Asian American communities can be addressed
- How workplaces can support better health for Asian Americans

South Asian Heritage & Health Outcomes

Although health outcomes vary widely due to the diversity within the group, people of South Asian descent experience significant health disparities. Learn:

- Health disparities in South Asian communities
- How these disparities can be addressed
- How workplaces can support health in South Asian communities

Heart Health & African American Heritage

Raises awareness of heart health issues in Black communities and examines how enduring experiences of racism impact overall health and heart health. Learn:

- The impact of racism on heart health
- Effective approaches to address these effects
- Workplace interventions that support heart health in Black communities

Disparities in Substance Use & Recovery

Raising awareness can help address racial disparities in substance use disorders and recovery and promote better outcomes. Learn:

- The history of substance abuse disparities
- How culturally competent care improves outcomes
- How to support recovery at work

BIPOC Women: Advocating for Quality Healthcare

Black, Indigenous, and Women of Color face unique health challenges. How can companies support wellness among BIPOC women? Learn:

- How awareness mitigates the impact of bias
- How workplaces can support BIPOC women's health
- How improving conditions for BIPOC women benefits everyone

Social & Health Challenges: Gender & Sexuality

*Recommended for all talent;
1-hour workshops; Up to 50 attendees*

Women's History & Health Issues

Women of all races and ethnicities experience disparities in health outcomes. Sometimes invisible stressors impact mental and physical health. Learn:

- How inequities impact women's health
- How working a "double shift" at home impacts career and income potential
- How workplaces can support women's health and well being

Women & Career Advancement

A multiethnic, multiracial, multi-age panel of professional women share strategies for gaining access to career advancement opportunities. Learn:

- How workplace discrimination impacts women's careers
- Strategies to overcome career barriers
- How workplaces can respond to women's career disparities

Understanding Sexual Assault & Health Outcomes

Over half of women and a third of men encounter sexual violence in their lifetimes with sometimes enduring health outcomes. Learn:

- What is sexual violence and who is impacted?
- How sexual violence impacts life opportunities and health outcomes
- How workplaces can support sexual assault survivors

Masculinity: A Social Determinant of Health

Notions of masculinity can harm men's health. Masculine norms expose-men to greater risks and may inhibit them from seeking medical care. Learn:

- How definitions of masculinity impact men from different cultures
- How redefining masculinity improves health
- How workplaces can support men's health

Men's Health Awareness

Health outcomes for men depend on social and economic factors that vary by gender, race, ethnicity, sexual identity, and social class. Learn:

- The social determinants of health for men
- Intersectional health disparities in men
- How workplaces can support men's health

Health Benefits of Being Out at Work

Mental health can depend on the degree to which LGBTQ employees feels that their sexual identity will be accepted at work. Learn:

- How stigmatization impacts mental health
- How being out impacts mental health
- How workplaces can support LGBTQ talent

LGBTQ Health & Well-Being at Work

Obstacle to access and experiences with bias and discrimination can produce mental and physical health outcomes in LGBTQ communities. Learn:

- Health disparities in LGBTQ communities
- Interventions to counteract disparities
- How workplaces can support LGBTQ health

Transgender Health Awareness

Trans individuals describe how negative health outcomes associated with the transgender experience can be transformed. Learn:

- Health disparities in transgender communities
- How to reduce stigma and increase inclusion
- How workplaces can support transgender talent

Trans Inclusion at Work

Trans individuals face challenges in employment opportunities, compensation, and health. Learn:

- Inclusive practices to affirm trans experience
- How advocates can build inclusive cultures
- How to support gender transitions at work

Social & Health Challenges: Disabilities

*Recommended for all talent;
1-hour workshops; Up to 50 attendees*

Disabilities as Social Determinants of Health

People with disabilities face discrimination which can cause chronic health problems. They may also be more likely to delay health care because of costs.

Learn:

- Health outcomes prevalent in the disability community
- How health disparities impact workplace experience
- How workplaces can support health among disable talent

Understanding Disability Inclusion

More than a billion people have disabilities which hinder full participation in society. Persons with disabilities can experience exclusion in educational, healthcare, and career opportunities. Learn:

- Inclusive terminology that supports belonging
- Practices that empower individuals with disabilities
- Strategies to cultivate inclusive workplaces

Embracing Neurodiversity at Work

Rather than seeing neurodivergence as a limiting factor, learn how differences present opportunities for integrating multiple perspectives and inspiring innovation. Learn:

- How to move beyond the stigma of neurodevelopmental differences
- Accommodations that promote inclusion
- How leveraging neurodiversity can create high performing teams

Social & Health Challenges: Veterans

Recommended for all talent; 1-hour modules; Up to 50 attendees

Veterans' Health at Work

Veterans bring valuable experience to work. Yet they face disparities in mental health outcomes that include post-traumatic stress disorder, substance use, and depression. Learn:

- Health conditions that impact veterans
- How veterans' health issues affect experiences at work
- How workplaces can support veterans' health

Veteran-Friendly Workplace Practices

The first step in creating a veteran friendly workplace is to understand veteran's specific needs. The second is to support their health and well-being. Learn:

- Benefits veterans bring to companies
- Specific needs of veterans in the workplace
- How to support veterans' health and well-being



Workplace Engagement Sample Calendar

RELATING DIVERISTY EQUITY & INCLUSION TO NATIONAL AWARENESS CAMPAIGNS



JANUARY

Global Family Day

- Supporting Family Caregivers



FEBRUARY

Black History Month

- Black History: Health Disparities & Resiliency

Heart Awareness Month

- Heart Health & African American Heritage



MARCH

Women's History Month

- Women's History & Health Issues

International Transgender Day of Visibility

- Trans Inclusion at Work

National Disability Awareness Month

- Understanding Disability Inclusion



APRIL

Stress Awareness Month

- Health Benefits of Positive Mental States

National Child Abuse Prevention Month

- Adverse Childhood Experiences & Resiliency

Sexual Assault Prevention & Awareness Month

- Understanding Sexual Assault & Health Outcomes

National Minority Health Month

- Managing Microaggressions for Health & Well-Being

National Alcohol Awareness Month

- Disparities in Substance Use & Recovery

Earth Month

- Climate Change & Health

Autism Awareness Month

- Embracing Neurodiversity at Work



May

Mental Health Awareness Month

- Health Benefits of Inclusive Workplaces

Asian American & Pacific Islander Heritage Month

- Asian American Heritage & Health Outcomes

South Asian Heritage Month

- South Asian Heritage & Health Outcomes



JUNE

LGBTQ Pride Month

- LGBTQ Health & Well-Being at Work

Professional Wellness Month

- Managing Stress for Optimal Well-Being



JULY

Disability Independence Day

- Disabilities as Social Determinants of Health



AUGUST

Women's Equality Day

- Women & Career Advancement



SEPTEMBER

Latinx Heritage Month

- Hispanic Heritage & Health Outcomes



OCTOBER

National Emotional Wellness & Awareness Month

- Inclusive Workplaces & Social Determinants of Health

National Coming Out Day

- Health Benefits of Being Out at Work



NOVEMBER

National Diabetes Month

- Diabetes & Disparate Health Outcomes

Native American Heritage Month

- American Indian Heritage & Health Outcomes

Veterans Day

- Veteran-Friendly Workplace Practices

Movember

- Masculinity: A Social Determinant of Health

National Work & Family Month

- BIPOC Women: Advocating for Quality Healthcare

World Mental Health Day

- Supporting Mental Health at Work



DECEMBER

International Day of Persons with Disabilities

- Understanding Disability Inclusion



Want to learn more?

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