

## Executive Summary

Building and sustaining a culture that is diverse, equitable, and inclusive is a multi-dimensional process. This process must evolve and react both to demographic shifts and global events. Today's workforce is more diverse and ever. The Greater Danbury Chamber of Commerce and Danbury Works are committed to doing its part to ensure that its local businesses have the tools to effectively operate in this increasingly diverse marketplace. To deliver on this commitment, Diversity Decoder has designed the following 4-part DEI training series (each 90-minutes):

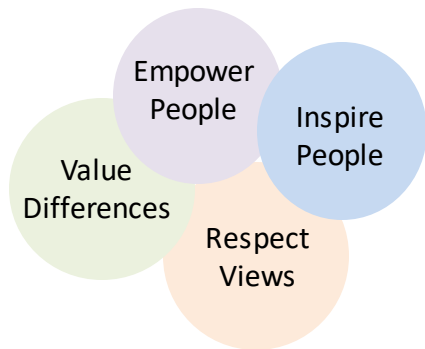


### PART 1 "BURDEN"

This workshop takes participants on a journey to explore how bias and micro-aggressions impact our daily lives. Participants will watch a short film, then discuss how these experiences not only shape the lens through which we view society, but also establish the framework in which we interact with others.

### PART 2 "Mitigate Bias During The Interviewing Process"

Diversity is a skill set. Homogeneity can put your organization at risk. Don't be left behind, learn how to interview to mitigate bias and enhance the diversity of your workforce. We all have biases -- there are over 150 biases for us to choose from! This workshop helps future interviewers to be more aware of how their own biases can influence actions, behaviors, and decisions during the talent acquisition process.



### PART 3 "How to Be an Inclusive Leader"

This workshop will help leaders tangibly embed DEI into all facets of their organization. This course highlights the need for empathetic leadership, reflective listening, and "feedforward" (the process of giving forward-looking rather backward-looking performance reviews). The practice of feedforward can give leaders useful insights and tools to create a more productive and positive work environment.

### PART 4 "Can We Talk"

Effectively having the "courageous conversation" on DEI topics is a learned skill. During this workshop participants will learn the tools and approach to manage these necessary but sometime awkward interactions with others. Participants will engage in various exercises that explore these challenging situations.

