



Embedding Diversity & Inclusion (D&I) **into Organizational Culture**

Catalog of D&I offerings from Elizha Corpus Consulting

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This document is reader-friendly and went through accessibility review.

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The D&I Approach

We can evaluate an organization's D&I maturity on 4 levels:





SAMPLE WEBINARS & WORKSHOPS

TOPIC – SPECIFIC D&I SOLUTIONS

The following examples show webinars and workshops to choose from.

Note that we specialize in **customized learning solutions**. We are not limited to the following options.

Webinars and workshops are both interactive.

Webinars are typically **shorter** with **quick engagement questions**.

Workshops usually have more **intensive small group discussions**.





I BELONG: The foundations of D&I *Webinar*

We usually recommend this as the beginning of any D&I initiative for any company.

We all have differences that make us special. Thus, we need a work environment that celebrates these differences and creates a space for us to thrive. In this session, we will define the foundations of D&I using the concept of **UNCONSCIOUS BIAS**. Acknowledging its existence the first step of the journey. We will also identify actionable steps to individually practice as we grow in our inclusive practices.



Applying GROWTH MINDSET to internalize D&I *Webinar*

Growth mindset is the belief that one's talents and skills are not set in stone. But growth mindset is not just about talents and skills – we can also grow in our beliefs. In this session, let's dig into growth mindset and how we might apply this skill as we continue how we might apply this skill as we continue with our D&I journey.

Externalizing D&I through PSYCHOLOGICAL SAFETY *Webinar*

In 2016, Google found that **PSYCHOLOGICAL SAFETY** is the most essential element that leads to high-performing teams. In this webinar, let's dig into the relationship between Psych Safety and D&I. We will identify ways to instill psych safety in our teams, and eventually, make it a part of our everyday culture in the organization.





I ENGAGE: Taking action towards an inclusive future

Workshop

In this session, we will imagine what an inclusive work environment might look like for your organization. We will:

- 1) Identify how D&I efforts are aligned with the company's Mission, Vision, Purpose, and Values;
- 2) Define the desired future state and discuss key initiatives that will enable this to become a reality; and
- 3) Plan for possible action steps to promote and reinforce D&I.



Connection Conversations

Workshop

Actors will play out common workplace scenarios that result in exclusion. Using these scenarios, participants will have discussions, share their own experiences, and learn from each other. A facilitator will guide them as they go through the activity.

We can customize scenarios that the actors will do. We can choose to have live actors or prerecorded videos.

Note that this is a special workshop that will require more preparation. Thus, we recommend this for special conferences or meetings dedicated to D&I.



Personality Styles and Preferences

Workstyles and Preferences

Workshop

In this workshop, participants will discover their workstyle "category" based on an assessment (adapted from the DISC model).

The goal is to emphasize that their differences can complement each other if they can communicate effectively and apply their strengths in a conducive and supportive environment.



Building Emotion-Friendly Work Environments

*Webinar**

Workshop-style also possible

In this webinar, we discuss the foundational elements of emotional intelligence. How might we shift our understanding of emotions so that we can use these insights to manage our own feelings?

More importantly, how can we encourage healthy conversation around emotions to build teams and organizations? These are the questions we will answer together to begin building emotion-friendly workspaces.



Gender (Part 1)

Inclusion is for everyone: How ALLYSHIP leads to D&I success

*Webinar**

**Workshop-style also possible*

Women's groups that have male members are 96% more likely to succeed. This shows the importance of including people who may not be part of historically discriminated groups, but would like to join the cause of pushing for inclusion.

In this webinar, we will learn what it means to be an ally and what we can do to help amplify voices towards inclusion.



So, what is SOGIE?

Webinar

Let's get back to basics! What does SOGIE stand for? What is LGBTQIA+? This webinar is a safe space for people to learn about terms that are commonly talked about, but probably not deeply defined.

Note that we try our best to ensure that this will be facilitated by either a gender studies researcher or a facilitator from LGBTQIA+ advocacy groups.



Gender (Part 2)

Women and the Workplace

Webinar*

**Workshop-style also possible*

In this session, we will talk about stereotyped ideas, such as the burden on women to juggle careers and be primary caretakers, how men are raised to suppress emotions, women in male-dominated careers, etc.... With this session, we aim to understand where these stereotypical beliefs are coming from and gain actions that we can do to begin moving away from these sources of bias.

This is facilitated by either a gender studies researcher or a facilitator from a women's rights group.



Note that for these webinars, we also recommend having employee panels to increase effectiveness. If we find people from your company who are willing to share their stories, it would help to encourage the openness that we are seeking.

How challenging toxic masculinity benefits us all in the workplace

Webinar

In 2019, Gillette, a razor company with products mostly targeted for men, came out with an ad that tackled toxic masculinity. The backlash was immediate. However, the praise also came in and until today, the company's risky advertisement is still used as an example of D&I commitment.

In this webinar, let's explore – **what is toxic masculinity? What are the misconceptions around this topic?** Most importantly, we will tackle how we might work together to create inclusive work cultures where everyone is welcome to be who they truly are.

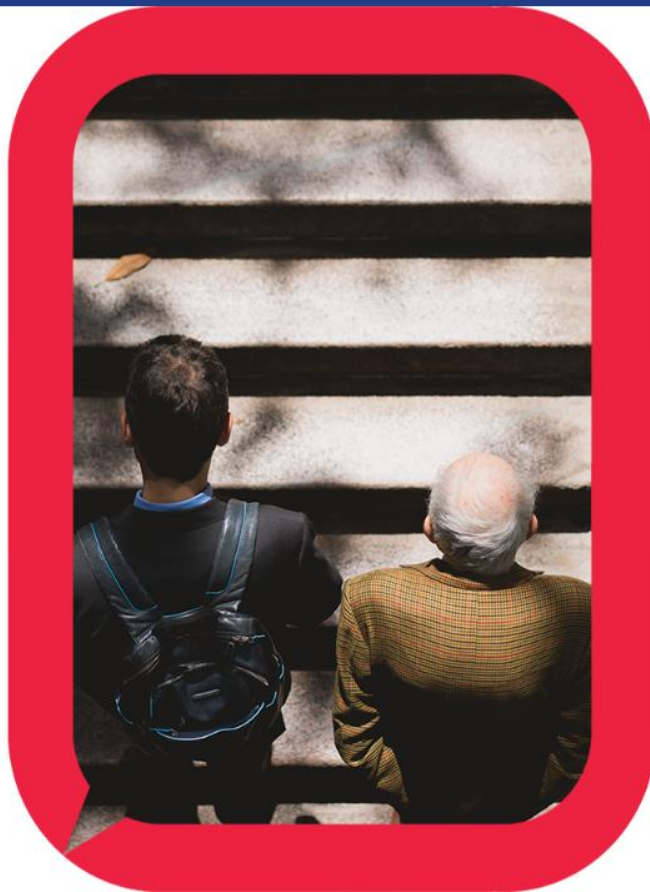


Multigenerational Workforce (Part 1)

Engaging the Multigenerational Workforce

Webinar

We are at a unique time when 5 generations are interacting in the workplace. How is this influencing the way work is done? How can we create a work environment where these different generations can thrive? These are the questions we will address in this webinar designed to equip participants with the knowledge and actionable tips needed to collaborate across generations.



Bridging the Gap: Dialogues Across Generations

Workshop

This workshop offers guided and facilitated discussions to address the disconnect coming from differences in generations, contexts, and expectations.

The “Engaging the Multigenerational Workforce” webinar is a prerequisite to this workshop. Note though that we can also customize and combine these two in one session.



Multigenerational Workforce (Part 2)

Aging is for ALL: Questioning our assumptions on the aging workforce

Webinar

This session is focused on an aspect of the multigenerational workforce often overlooked – our employees in the higher end of the age range. In this session, we will learn about the usual misconceptions assigned to older individuals and find ways to harness their unique strengths.

This is facilitated with another firm that focuses on building the technological capability of senior citizens and retirees.



The future of work from “the future of work”

Webinar

This webinar is recommended for organizations expecting to welcome more young professionals in the near future. The insights we will share are from a year-long research we conducted to understand what Gen Zs and Millennials value at work and their current perception of organizations. We share tips on what leaders and employees can do NOW to begin shaping their company into a place that is welcoming for the newer generation of the workforce.



Understanding Abilities

Webinar

In this webinar, we aim to dig into what “disability” truly means. We share tips to shift our mindsets and behaviors so that we can begin the journey towards workspaces that take into account the range of physical and mental abilities that individuals bring to the table.

This session will be conducted by facilitators who specialize in working with persons with disabilities. They are subject matter experts in inclusive accommodations and solutions.



Design Thinking for Inclusion

Workshop

Design thinking is a solution-based approach to solving problems. This is a way of thinking and a process popularized by the design firm, IDEO, and is being used in the top companies worldwide. This workshop is great for individuals and teams who are working on initiatives that require challenging assumptions, redefining problems, finding alternative strategies, and applying creativity to produce out-of-the-box solutions that will delight employees and customers alike.

It's “IN” to be INCLUSIVE:

Creating inclusive sessions

Workshop

This workshop is great for individuals and teams who create events for both internal and external audiences. When we create inclusive accommodations, we have a better chance of connecting with the people we invite to share the time and space with our company.

This session is conducted by facilitators who specialize in working with persons with disabilities. They are subject matter experts in inclusive accommodations and solutions.





Taking Care of Myself and My Community in a Time of Uncertainty

Webinar*

**Workshop-style also possible*

In this webinar, we will gain a deeper understanding on the relationship of our individual mental health to the well-being of the communities, organizations, and society that we are part of.

This session is facilitated with a mental health therapist or psychologist.



Breathing Space (Laughter Yoga)

Workshop

The ability to pause allows us to self-regulate, assess our situation, and choose the best path forward. But the stresses of daily life sometimes prevents us from practicing this skill. Through this workshop, participants will practice simple and easy techniques to introduce mindful movement and breathwork into their daily routine.

This session is facilitated by our partner organization, Moment to Moment, a stress management solutions company.

The following examples show possible webinars and workshops to choose from that will help fulfill the goals stated in the **D&I Approach**.

Note that we specialize in **customized learning solutions**. We are not limited to the following options.

D&I SKILL BUILDING





Handling Difficult Conversations *Workshop*

In this workshop, we will start with an assessment that will identify your style under stress. Using this knowledge, we will talk about actionable strategies that one can use to notice when unhealthy behaviors are starting to creep up, manage one's self in the situation, and create team norms that will help to sustain healthy communicative behaviors.

Adapted from Crucial Conversations: Tools for Talking When Stakes Are High" by Patterson et al. (2002)





Drafting My Purpose *Workshop*

During this time of great change, **PURPOSE** is one of the key elements almost all successful organizations have been actively pursuing.

As professionals, defining our purpose is a start to coping with the volatile world around us and finally making an impact. In this session, we will: (1) draft **your very own** purpose statement; and (2) define strategies to further refine your purpose with intentionality and curiosity.



From Drafting to Living On Purpose *Workshop*

This is a follow-up workshop for those who want to take their purpose a step further.

In this session, we will: (1) define what infusing purpose into everyday living may mean for you; (2) identify potential blockers and accelerators to live out your drafted purpose; and (3) formulate stories that may encourage you to share and spread your purpose further.



D&I Starts from Above: The leader's responsibility in building inclusive workspaces

Webinar

In this workshop, we will: (1) discuss the “business case” for inclusion – why this matters in our current situation and in our virtual way of working; (2) identify the most pressing concerns in our current work environment; and (3) identify inclusive practices we can try with our own teams.



Activating Team Performance: Coaching and Feedback to Promote Development

Workshop

Coaching and feedback are two of the most essential skills that leaders are required to engage in.

In this session, we will learn topics like what is feedback; what is the importance of feedback in performance; and how feedback can become a source of learning in organizations.

On the coaching side, participants will learn the value of coaching in a team; how coaching can enhance performance; and other foundational concepts.



for Individual Contributors

Owning My Development

Workshop

In this course, we will:

- 1) Clarify our personal goals and build self-awareness;
- 2) Reflect on our career maps that show our stories of the past and our desired future;
- 3) Describe ways to strengthen your professional networks; and
- 4) Gather tools and frameworks to guide you as you work towards making your career truly your own.



Managing Upwards

Webinar

How can we get over the hierarchical barrier, whether real or perceived? How do we even start these conversations? What do we say once we're in the middle of it? How do we get what we need to develop while at the same time strengthen our relationships with our managers?

These are the questions we will dig into in this webinar as we learn more about scaling our influence up, no matter what level we may be.

YOUR LEARNING INVESTMENT



Make an impact with us!

Note that we specialize in customized learning solutions.

The **final time requirement and fee will depend on the final design** that we will agree on.

- Elizha Corpus Consulting will provide a Subject Matter Expert on the topic of the learning session.
- A moderator will be provided to help with audience engagement for sessions with more than 30 participants.
- For virtual sessions, use of Zoom account may be included for up to 96 participants. Client may also choose to use their own virtual tools. For workshops, please ensure that your virtual tool has breakout rooms enabled.
- We can talk about in-person arrangements should you wish to explore face-to-face sessions.
- 10% tax to be added to final computation

We are registered as a sole proprietorship under the name Ma. Elizha Rose de los Santos Corpus Management Consultancy Services and **we issue BIR-registered receipts.*

A large red speech bubble icon with a white tail pointing towards the bottom right, positioned above the contact information box.

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**Looking forward to
working with you!**

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