6/16 - 6/30

⬇️ **DEI Case Study #2** ⬇️

1. **Type of Project:** DEI Workshop(s)
2. **Industry:** Technology
3. **Stakeholders**: 750+ employees
4. **Project Life Span**: One-time project

⬇️ **Need for Company #2** ⬇️

1. **Listen & Learn:** Allow for safe space where employees can share narratives and have difficult conversations concerning Diversity, Equity and Inclusion (DEI) without feeling shamed, blamed or attacked.
2. **Unification:** Acknowledge shares concerning various diversity attributes including ableism, gender, and race and create a unifying culture through understanding.
3. **Trust:** Enhance D&I dialogue between Employees, Leadership and Human Resources.

⬇️ **Considerations** ⬇️

1. Discussion needs to have a targeted theme to offer direction.
2. D&I experiences and perspectives across regions and offices vary, especially the office in Bulgaria.
3. Feelings about recent organizational changes also influence the level of trust and vulnerability that participants bring to discussions.
4. Employees who sign up to attend discussions often fall into two categories: 1). Individuals who have grievances and want to vent. 2). Individuals who are passionate about the topic and feel a level of impatience about change.

⬇️ **Consulting Approach** ⬇️

⬇️ **Workshops** ⬇️

1. Theme(s) for discussion: ***Listening & Processing Without Fear***
2. Outline of Discussion(s)
   1. Welcome from Leadership
   2. Segment 1: Contextualize
      1. Why we are having this conversation in the workplace?
      2. Why racism in America is the framework of all D&I work.
   3. Segment 2: Theme of discussion
      1. Prompt dialogue with open ended questions.
   4. Individuals share emotions, frustrations, and concerns in a judgement free environment.