

eCourse Outline

Igniting Your Small Business through DEI and Inclusive Leadership

Course Outline

- Review Major Challenges Small Businesses Face
- Define Inclusive Leadership
- Provide a Roadmap to Becoming an Inclusive Leader

- Reminder to take the eCourse *The Value of Implementing DEI in Your Small Business* for:
 - the definition of DEI
 - Organizational Dimensions description
- The Importance of belonging
 - Feeling mentally and physically safe
 - Having a role or responsibility
 - Being around people who look similar
 - Being valued or cared for
 - Racial or cultural identity is valued
 - Having shared interests with others
- Management vs. Leadership
- Inclusive Leadership Continuum
 - Phase 1: Unaware
 - You don't notice or understand certain groups of people have a hard time thriving at work.
 - You think diversity is compliance related and someone else's job...NOT yours.
 - Phase 2: Aware
 - You are aware that you have a role to play.
 - You have begun to educate yourself about biases, microaggressions, and disparities of how different people are treated.
 - Women still only make 83 cents for every dollar a man makes.
 - Phase 3: Active
 - You have shifted priorities to support others.
 - You are proactively supporting others with underrepresented or marginalized backgrounds, identities, or experiences.
 - Phase 4: Advocate
 - Proactively and consistently confronting discrimination at a systemic level

- You are making sure the organization's culture is one of inclusion
- You are making sure policies and procedures are equitable.
- Provide training in communications