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