

**Greater Milwaukee Foundation
Creating Inclusive Leaders' Agenda and Objectives
Sessions I-III**

Objectives throughout all sessions:

- ❖ Learn skill sets that allow us to work more effectively across differences.
- ❖ Connect and dialogue with members of different social identity groups.
- ❖ Create a common language that supports effective dialogue about issues of oppression, access and inclusion.
- ❖ View one another as allies.
- ❖ Understand the role of listening and expression of emotion in healing from the effects of exclusion and oppression.
- ❖ Increase our awareness of the need to commit to developing cultural competency and creating inclusive organizations

Session I

- I** Welcome
- ❖ Welcome
 - Introductions
 - ❖ Training Overview
 - Objectives/Agenda Walk-through
 - ❖ Training Guidelines
 - ❖ Introductions Activity
 - BREAK**
 - Diversity Bingo
 - Commitment to Action Worksheet
- II** Noticing Our Shared Histories
- ❖ Personal/Organizational/Societal Timelines
 - Timeline Activity
 - ❖ Commitment to Action Worksheet
- LUNCH**
- III** **Noticing Our Diversity**
- ❖ Dimensions of Diversity
 - ❖ Commitment to Action
- BREAK**
- IV** **Comprehensive Model of Diversity**
- ❖ Cultural Awareness Hierarchy
 - ❖ Commitment to Action
- V** **Closing**
- ❖ Skill Set Review
 - ❖ Week II Assignment
 - ❖ Evaluation

Session I Objectives

- ❖ Establish group norms
- ❖ Identify areas of commonality and difference.
- ❖ Recognize the biases, prejudices, assumptions and privileges that influence our actions and choices.
- ❖ Notice our shared histories.
- ❖ Increase awareness of diversity.
- ❖ Recognize diversity within groups and individuals.
- ❖ Examine aspects of our own diversity.
- ❖ Learn steps to increase effectiveness in cross-cultural work settings.

Session II

I Welcome

- ❖ Share Personal Journal Reflection
- ❖ Training Review
 - Objectives/Agenda Walk-through
 - Training Guidelines

II Noticing Our Diversity

- ❖ Cultural Journey Sharing
- ❖ Commitment to Action Worksheet
- ❖ **BREAK**

III Noticing The Set-Up

- ❖ Inclusion/Exclusion Activity
- ❖ Commitment to Action
- ❖ Cultural Journey Sharing
- ❖ Commitment to Action
- ❖ **LUNCH**

IV Understanding Issues of Oppression

- ❖ Crossing the Line
- ❖ Forces at Play
- ❖ Model of Oppression
- ❖ Commitment to Action
- ❖ **BREAK**
- ❖ Impact of Racism
 - St. Louis Video
 - White Privilege Activity
- ❖ Commitment to Action

V Closing

- ❖ Skill Set Review
- ❖ Session III Assignments
- ❖ Evaluation

Session II Objectives

- ❖ Gain accurate information and new perspectives on the experiences of social identity groups.
- ❖ Learn about the targeting of all social identity groups.
- ❖ Learn how we are socialized as youth to accept the role of target and agent.
- ❖ Notice our shared histories of oppression and the opportunities this presents for alliance building.
- ❖ Understand the systemic nature of oppression.
- ❖ Challenge prevailing assumptions regarding equal access and institutionalized privilege in U.S. society.
- ❖ Recognize the forces at play that sustain oppression.
- ❖ Increase our understanding of racism.
- ❖ Become aware of the value of sharing diverse perspectives and experiences as a necessary step toward building inclusive environment.

Session III

I Welcome

- ❖ Share Personal Journal Reflection
- ❖ -Listening Pairs
- Large Group Sharing
- ❖ Training Review
- Objectives/Agenda Walk-through

II Building Alliances

- ❖ Characteristics of an Ally
- ❖ The Maze
- Commitment to Action Worksheet
- ❖ **BREAK**

III Creating an Inclusive Organization

- ❖ Examining Organizational Culture
- Cultural Awareness Hierarchy Review
- Cultural Competency Scale
- ❖ Commitment to Action
- Spheres of Influence
- Individual
- Organizational
- Action Continuum and Planning

LUNCH

IV Sharing Our Culture

- ❖ Culture Share (4 min each)
- ❖ **BREAK**
- ❖ Culture Share

V Closing

- ❖ Evaluation
- ❖ Appreciations

Session III Objectives

- ❖ Recognize one another as allies
- ❖ Identify skills that support individual competency
- ❖ Identify skills that support organizational capacity
- ❖ Recognize our spheres of influence
- ❖ Identify action steps within our spheres of influence
- ❖ Creating safe space to show more of ourselves.
- ❖ Celebrate our diversity and connection.
- ❖ Celebrate our commitment to one another.
- ❖ Acknowledge, appreciate and celebrate our individual and collective roles as leaders in creating inclusive organizations and community