

DEIx™ Training Programs



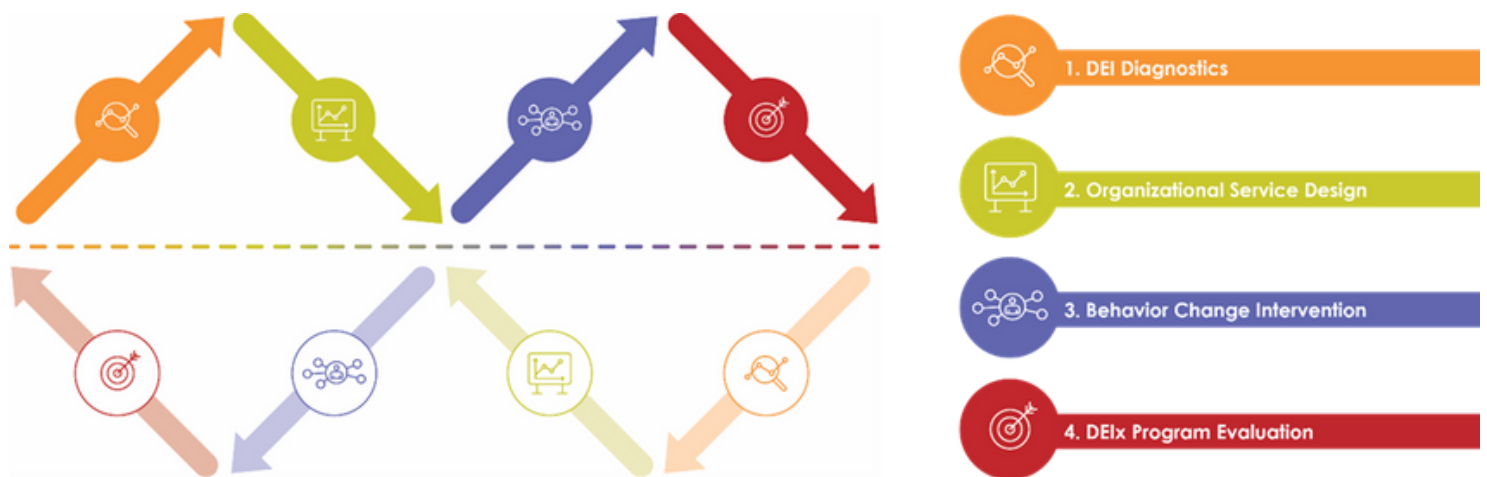
The problem with standard trainings

Often, DEI training is conducted as a one-off "off the shelf" type of training, usually some hour-long workshop with no foundation in data. Data provides not only a baseline for where your organization is, but also a way to track its progress forward.

By integrating data throughout the training process, you can see how training is working, as well as customize future training to meet your organization's specific needs.

OUR DEIx™ FRAMEWORK: TURING DEI INTO A SCIENCE

Using our DEIx™ Framework, we partner with clients to take a scientific approach to DEI, resulting data-driven programming with measurable results.



How we do DEI training

Grounded in our DEIx™ Framework, our data-driven DEI training programs include:

- **Needs Assessment:** Short survey to discover what DEI content is most relevant
- **Workshop Development:** Custom delivery plan based on your organization's needs
- **Workshop Facilitation:** Our DEI experts lead engaging workshops with your team
- **Evaluations:**
 - **Workshop Evaluation:** Brief survey to determine immediate impact
 - **Program Evaluation:** One final survey after all sessions have been completed to determine the impact of the program as a whole

Want to learn more? Reach out at: www.mattinglyolutions.com/contactus

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Customizable learning objectives & workshops

Below is a sample of some of the workshops and the learning objective they address that we offer. Offerings are available for customization.

SAMPLE DEIx™ Training Program Learning Objectives:

- LO1:** Define foundational DEI terms.
- LO2:** Brainstorm real-world actionable steps to improve DEI in your organization.
- LO3:** Breakdown scenarios in which the bias process can be stopped.
- LO4:** Determine best practices for the measurement of DEI.
- LO5:** Discover what it means to be an inclusive leader and how to overcome challenges.
- LO6:** Recognize key terms specific inclusive behaviors for various identity groups.*
- LO7:** Unpack the definition of a microaggression and its opposite, microaffirmations.
- LO8:** Identify the role allies and partners have in advancing DEI in your organization.

Training Workshops	LO1	LO2	LO3	LO4	LO5	LO6	LO7	LO8
Foundations of DEI	✓	✓	✓					
Driving DEI with Data	✓	✓		✓				
Executive Inclusive Leadership	✓	✓			✓			
Identity-specific* inclusion	✓	✓	✓			✓		
Navigating Unconscious Bias and Micro-actions	✓	✓	✓				✓	
Allyship in Action	✓	✓						✓

*Age, gender, caregiving, race, ability, sexual orientation, etc.

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