



NATIONAL  
TRAINING  
CENTER

# Diversity and Inclusion Boot Camp

Over the course of a half day in-person session, the Boot Camp will review the key elements of an effective D&I strategy. Participants will learn specific global Diversity and Inclusion benchmarks: standards for around the world.

## Modules

### Strategy and Structure: Understanding D&I in the Organizational Context

In this module, we'll review strategy development and organization design for diversity and inclusion change agents throughout the organization with a range of dedicated resources.

### Implementing the Strategy: Understanding Where You and Your Team Stand

In this module, we'll reveal tested Diversity and Inclusion benchmarks/standards that help organizations determine strategy and measure progress in managing diversity and fostering inclusion. We will also discuss how these standards lay the groundwork of what will become a constantly evolving journey that raises the bar and improves the quality of Diversity and Inclusion work. Participants will also have an opportunity for self and organizational assessment. This self-examination will help them determine where they and their organization stand at this juncture.

### Change Agents Role

In this module, we will discuss the role that change agents throughout the organization (from top leadership to employees at every level play in helping to bring about targeted and effective organizational change. We will also discuss the importance of and tactics to influence senior leadership buy-in and support – focus on getting leaders on board. Additionally, we will focus on employee engagement through creating and implementing Employee Resource Groups. Each of these, we believe, are keys to successful organizational change that results in improving employee productivity, sparking creativity and innovation that improves long term organizational performance.

### Cultural Dexterity/Understanding Others: Cross-Cultural Competency and Your Global Workforce

In this module, we'll review the current work that is taking place in the field of cultural competency and how it plays out in organizations. We will also participate in our own cultural assessment to identify areas for improvement within ourselves.

### Metrics: Counting What Works...

The question of what to measure in D&I has been a challenge for the function. In this module, we will review current practice, discuss what it is we are really trying to accomplish, and identify some tools to help us get there.

For more information, please contact Armida Russell at [armida.russell@nationaldiversitycouncil.org](mailto:armida.russell@nationaldiversitycouncil.org)



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