

On the Menu

Diversity, Equity & Inclusion



In today's multicultural workforce it is more important than ever that organizations make Diversity, Equity, and Inclusion (DE&I) a priority. DE&I efforts create meaningful, systemic, change toward more equitable environments.

YWCA DE has developed "On the Menu" a series of DE&I sessions designed as 90 minute programs which can be adjusted to 60 minutes if there are time constraints. The 4 workshops can be done individually or as a full series. Please contact **Rebecca Cotto**, email: rcotto@ywcade.org phone: **302-655-0039** ext. **236** for more information.



Cultural Identities and Competence

Objectives

- Why understanding culture is important
- Exploring our own culture and identities
- Discovering ways to become culturally competent

Inclusion

Objectives

- Understanding inclusion and why it's important
- Examine the stages of inclusion
- Reflecting on what inclusion means to us
- Discovering ways to be more inclusive

Unconscious Bias

Objectives

- Understanding unconscious bias
- Recognizing our own unconscious bias
- Exploring the types of unconscious bias
- Learning ways to combat unconscious bias

Micro Aggressions

Objectives

- Create awareness about micro aggressions and how often they occur
- Explore how micro aggressions can affect people
- Learn ways to reduce micro aggressions and how to respond

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eliminating racism
empowering women

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