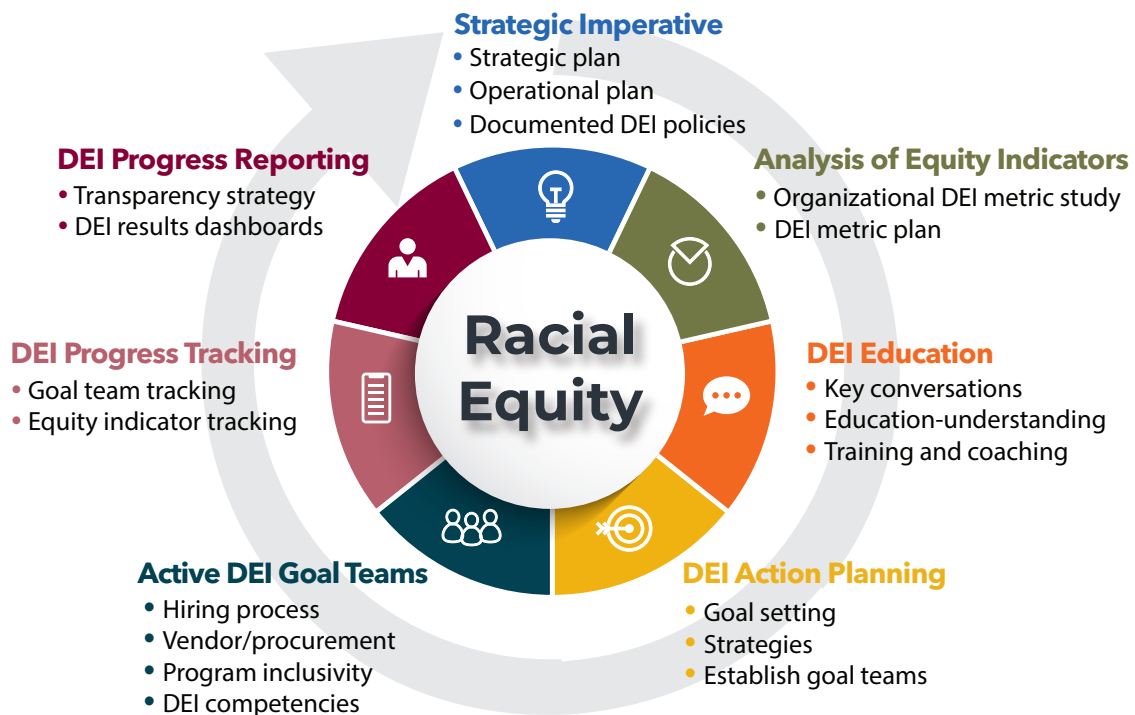


DIVERSITY EQUITY INCLUSION

Public sector organizations have tremendous impact on influencing the quality of life for people that live within their communities. With that power comes the responsibility to act in a way that not only extinguishes racism within organizations but also within the systems that they create. CPS HR Consulting has assembled a team of expert consultants to provide strategic guidance on addressing racism, racial justice and racial inequities. Our consultants will assist your organization with developing a strategic plan to guide you through the entire Diversity, Equity, and Inclusion (DEI) lifecycle. We design and deliver staff education, facilitate focus groups, and create Board and Council presentations to build the necessary skills for implementation, performance monitoring and reporting. Our goal is to help you create inclusive work cultures, products and policies.



DIVERSITY EQUITY INCLUSION ROADMAP

- 1 Acknowledge** there is an issue in the organization.
- 2 Understanding** the impacts on your organization. Understand how viewpoints are different.
- 3 Awareness** of how you and your organization create an atmosphere of inclusion and belonging internally, externally and with partners. Are you using best practices to measure DEI?
- 4 Education** on how to take your understanding and organizational measurement indicators to create a strategic education curriculum.
- 5 Action** – take action on issues from a personal/managerial/systemic/policy perspective. Plan for change both in the short and long term.
- 6 Keep Score** – track the performance and change that your actions are driving in your organization.

WE MEET YOU WHERE YOU ARE

Every organization is different and comes with its own unique challenges and opportunities. Our broad suite of services can be customized and adapted to fit your organization – wherever your organization is in the DEI landscape. There is no one-fits-all approach and to that end, we have created a team of experts that custom tailor solutions to fit your needs.



JERRY GREENWELL
CEO, Project Leader



REGINA ROMEO, MPA
CHRO, Project Leader



MELISSA ASHER, PHP
Recruitment and Education



JEFF HOYE, MBA
Performance Management



DR. TAMMY HODO
Strategy



DR. PHYLLIS HUBBARD
Education



JACQUES WHITFIELD, JD
Strategy and Analysis



JASON LITCHNEY, ME
Communication



KAREN EVANS, PHD
Education



ERIC BROWN
Strategy and Analysis



DIVERSITY EQUITY INCLUSION

Educate and create a culture of belonging with implicit bias, diversity, inclusion and equity training.

Diversity, Equity and Inclusion Training Portfolio Offerings

IMPLICIT BIAS

The conversations around implicit bias, ethnic diversity, equity and inclusion have become more comprehensive and multidimensional in the 21st Century. In light of the most recent events occurring around the United States and reverberating around the world, this topic is more relevant now than ever before. High performing organizations are actively embracing an employee engagement strategy, which directly navigates through these “challenging waters” for the express purpose of creating meaningful connections among employees and customers to promote diversity, inclusion and equity. The success of this engagement strategy depends, in large part, on how effective these organizations are in having difficult and fearless conversations around race, equity, opportunity and social justice. The workshops and trainings described in this portfolio are designed to improve employee’s durable skills around diversity and inclusiveness, as well as provide personal and professional growth that will contribute to healthier work environments and better public outcomes.

CPS HR Consulting (CPS HR) offers a variety of training and workshops on the topic of implicit/unconscious diversity and inclusion designed to meet different training and scheduling needs.

WHO SHOULD ATTEND:

The courses in this program can all be tailored for staff, supervisors and managers and executive leadership levels.

DELIVERY:

- Live virtual training
- Onsite group classes
- Self-paced eLearning (limited to Implicit Bias)

FORMAT:

- 2-hour Training/Workshop
- Half-day Training/Workshop
- Full-day eLearning Training/Workshop
- 2-hour Self-paced eLearning Training

Facilitated Discussion: Race Equity and Social Justice Using Cultural Intelligence

Cultural intelligence or cultural quotient (CQ) is having the capacity to relate and work effectively with different groups of people and across cultures. Cultural intelligence differs from other philosophies and approaches to promoting diversity and inclusion. It goes beyond cultural awareness and political correctness. It articulates core competencies and skillsets that organizations have the ability to cultivate and develop among its team members and leaders through the staff development process to promote greater diversity and inclusion within those organizations.

In this workshop, participants will learn how to successfully create “safe spaces” in which conversations can be had about race, social justice and equity. The workshop will highlight high performing organizations who have successfully adopted cultural intelligence staff development tools to operationalize diversity and inclusion strategies. These discussions will guide you through mutual respect and acknowledgment to build bridges between different groups of people as opposed to creating division.

LEARNING OBJECTIVES

- Discuss unconscious bias - What is it and how does it impact the workplace?
- Understand the nuances between “Agreement” and “Acknowledgment”
- Identify how cultural awareness improves critical thinking and solution-oriented teams
- Juxtapose political correctness with cultural intelligence
- Practice introspection in reference to building high performance teams

How to be an Ally

We have taken the time to learn what implicit bias is and how it can show up at work. In this workshop, we will spend time defining the term ‘Ally’ and the daily actions we can execute to insure that the underrepresented populations in our organizations get the support, development and attention they have worked so hard to achieve.

LEARNING OBJECTIVES

- Define the term “ally” in the diversity and inclusion discussion and
- Identify daily actions to support underrepresented populations.

Minimizing Unconscious Bias in Recruitment

We all have unconscious biases, it isn't intended, it comes from the media we consume, our backgrounds and life experiences. All of it can shape our views and influence our decisions without us even realizing it. As recruiters, this can impact who we interview, move forward and turndown. In this webinar, participants will gain an awareness around the concept of implicit bias, the role it plays in our interactions with others, and tools to help us address and minimize it in the recruiting process.

LEARNING OBJECTIVES

- Discuss how unconscious bias can affect recruiting and
- Describe several tools that will help address and minimize unconscious bias in recruiting.

Implicit Bias: What We Do Not Know

This course is designed to educate participants on how Implicit Bias may present itself and how it impacts individuals and organizations as a whole. Participants will learn what Implicit Bias entails, its prevalence in the workplace, even in well-intentioned environments, and how to address it in practical ways.

LEARNING OBJECTIVES

- Define Implicit Bias
- Explain the impact of Implicit Bias and why it can be difficult to identify
- Select evidence-based strategies to recognize, minimize and eliminate Implicit Bias
- Apply evidence-base strategies
- Reflect on what you can do to root out Implicit Bias individually and within your own organization

This course can also be tailored for specific audiences as requested.

The **Executive Leadership** course will addresses the role that senior/executive leaders have in setting the culture of a 'bias-free' workplace.

The **Manager/Supervisor** course will focuses on the interview and hiring process and how this can be impacted by unconscious bias.

The **Staff** course will focuses on how implicit bias impacts customer service and peer relationships.

Diversity and Inclusion: Why It Matters for Staff

This course presents the foundational understanding and importance of diversity and inclusion. Participants will explore unconscious bias and how it impacts their environment and work relationships. They will discover how their own values, culture and experiences affect interactions with colleagues, attitudes about work, and understanding of workplace values.

LEARNING OBJECTIVES

- Define inclusion and diversity
- Develop awareness of unconscious biases and their impact in the workplace
- Cultivate tools to recognize and combat microaggressions
- Discuss appropriate and inappropriate behaviors in the workplace
- Understand how you can contribute to an inclusive work environment

Diversity and Inclusion: Why It Matters for Leaders

This interactive course presents the foundational understanding and importance of diversity and inclusion of diversity and inclusion for leaders. Leaders will explore unconscious bias and how it impacts their environment and work relationships with colleagues and staff. They will discover how their own values, culture and experiences affect interactions with colleagues, attitudes about work, and understanding of workplace values. Leaders will gain a deeper understanding of their role in promoting a diverse and inclusive work environment.

LEARNING OBJECTIVES

- Define inclusion and diversity
- Develop awareness of unconscious biases and their impact in the workplace
- Cultivate tools to recognize and combat microaggressions
- Understand inclusive leadership competencies
- Understand the importance of inclusion and the role of an inclusive leader
- Discuss ways to have conversations around these topics when approached by staff
- Discuss tools to promptly address and correct wrongful behavior

Law Enforcement and the Constitution: Policing That Addresses Implicit Bias

1/2 DAY COURSE

Integral to policing is technical compliance with related regulations, policies, and the Constitution, but just as important is the human side of law enforcement. Every situation encountered by law enforcement requires swift decisions and judgments. Officers must make quick choices on difficult subjects such as reasonable suspicion, the appropriate amount of force to use during arrest, and interaction with the public during tense moments. This course will delve into how one's explicit and implicit biases affect their performance as law enforcement officers, as well as review policing according to the Fourth and Fourteenth Amendments.

Specifically designed to fit the needs of law enforcement agencies, this training can be structured from a two-hour executive orientation to a full day training with additional time to practice hands-on group work.

LEARNING OBJECTIVES

- Introduce the science of explicit and implicit bias
- Understand the impact of explicit and implicit bias in the practical work of law enforcement officers
- Share examples of how explicit and implicit bias appear in daily life, with specific emphasis on law enforcement
- Learn to maintain constitutional compliance while addressing bias
- Practice strategies for reducing and interrupting bias

CPS HR  CONSULTING

2450 Del Paso Road, Suite 120
Sacramento, CA 95834

916-263-3614 www.cpshr.us