

GREATER MANKATO GROWTH DIVERSITY, EQUITY, AND INCLUSION COLLABORATIVE

The Greater Mankato Growth Diversity, Equity, and Inclusion (DEI) Collaborative will support area leaders in developing the skills, mindsets, and networks needed to drive inclusive change for greater equity within their organizations.

Tobias Spanier, IDI Qualified Administrator and University of Minnesota Extension Professor, will provide participants with key resources and support as they dive deeper to understand how they show up as a leader and help them drive DEI in their organization.

This program will focus on a small cohort of 25 participants, ensuring the opportunity for collaborative networking. We encourage multiple participants per business and recommend one of them is a decision-maker within the organization.

THE DEI COLLABORATIVE:

- » Is dedicated to helping employers create and maintain a DEI action plan that welcomes and celebrates diversity within their workplace.
- » Believes that developing cross-cultural empathy and understanding is vital to Greater Mankato's future workforce needs.
- » Encourages cohort peers to share best practices with other area businesses and commit to future collaboration within the Greater Mankato community.



SEPTEMBER 2022 - MARCH 2023 | \$749 PER PARTICIPANT

DATES/TIMES ON REVERSE SIDE. A LIMITED NUMBER OF SMALL BUSINESS SCHOLARSHIPS ARE AVAILABLE.

PRESENTING SPONSOR:

*Dan & Angie
Bastian*

SMALL BUSINESS
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DIVERSITY, EQUITY, AND INCLUSION COLLABORATIVE SESSIONS:



TIMEFRAME FOR IDI INVENTORY | SEPTEMBER 26 - OCTOBER 7 (virtual)

Prior to the first session, participants take the online Intercultural Development Inventory (IDI).

BEGINNING THE DEI JOURNEY | OCTOBER 18, 2022 (9 am - 12 pm)

During the first session, participants will commit to a set of norms that will guide them through the DEI Collaborative experience. They will define their DEI purpose, vision, values, and leadership commitment and receive an overview of the developmental model of intercultural sensitivity, as well as the DEI Collaborative's group IDI profile.



TIMEFRAME FOR INDIVIDUAL DEBRIEFS | OCTOBER 19 - NOVEMBER 14, 2022 (virtual)

Individual DEI debriefs with program facilitator (facilitated via Zoom).

BUILDING CULTURAL HUMILITY AND AGILITY | NOVEMBER 15, 2022 (9 am - 12 pm)

Participants will define cultural humility and cultural agility, as well as give examples of these concepts in action. They will also explore the importance of these concepts in creating equitable and inclusive places of work.

BETWEEN SESSIONS - CULTURE SPECIFIC ASSIGNMENT

LEVELING UP OUR THINKING AND BEHAVIOR | DECEMBER 12, 2022 (9 am - 12 pm)

Participants will study implicit bias and microaggressions and learn how biases are formed and the ways in which they impact the lives of others.

BETWEEN SESSIONS - PERSONAL JOURNAL ASSIGNMENT

CREATING AN INCLUSIVE WORKPLACE | JANUARY 10, 2023 (9 am - 12 pm)

Participants will explore the importance of psychological safety, growth mindset, reflective listening, meaningful engagement, and other principles of an inclusive culture.

BETWEEN SESSIONS - EMPLOYEE ENGAGEMENT EXERCISE

DEVELOPING DEI ACTION PLANS - STRATEGIC DOING | FEBRUARY 10, 2023 (9 am - 12 pm)

Participants will identify DEI issues and ideas to create a diverse, equitable, and inclusive organizational culture. They will explore DEI goals and action plans using peer consultation and a strategic doing method.

BETWEEN SESSIONS - STRATEGIC DOING

PEER COLLABORATION | MARCH 7, 2023 (10 am - 1 pm; lunch included)

Participants will share progress on DEI action plans. Best practices researched will be shared. Participants will re-commit to the DEI purpose, vision, and values, as well as mentoring others.

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FOR MORE INFORMATION AND TO REGISTER:

GREATERMANKATO.COM/DEI

sgullickson@gretermankato.com | 507.385.6656