

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.

Facilitators will provide local and statewide resources and support as participants dive deeper to understand how they show up as leaders and begin driving DEI in their organizations.

This program will focus on a small cohort of no more than 30 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 a seven-month program designed to help employers create and maintain an environment 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.

Offers a unique opportunity for participants to work across business and nonprofit sectors in our region to develop best practices together.



OCTOBER 2023 - APRIL 2024

\$749/GMG MEMBER | \$849/NON-MEMBER RATE

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

PRESENTING SPONSOR:

SUPPORTING SPONSORS:

VIDEO PRODUCTION
SPONSOR:

HOSPITALITY AND
FACILITY SPONSOR:

*Dan & Angie
Bastian*





DIVERSITY, EQUITY, AND INCLUSION COLLABORATIVE

MONTHLY SESSIONS, 8:30 AM - 12 PM

MAYO CLINIC HEALTH SYSTEM EVENT CENTER, 1 CIVIC CENTER PLAZA, MANKATO, MN 56001

BEGINNING THE DEI JOURNEY | OCTOBER 19, 2023

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 IDI INVENTORY | STARTING OCTOBER 20, 2023 (virtual)

Participants take the Intercultural Development Inventory (IDI) and begin individual, 30-minute debriefs with Tobias Spanier, a certified IDI facilitator.

BUILDING CULTURAL HUMILITY AND AGILITY | NOVEMBER 14, 2023

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.

FOGGY HEADLIGHTS: HOW UNCONSCIOUS BIAS AFFECTS OUR ABILITY TO SEE AND UNDERSTAND CLEARLY | DECEMBER 12, 2023

John Harper, Vice President of Diversity, Equity, and Inclusion (DEI) for South Central College will lead cohort members through activities which will help them understand unconscious bias and how history and culture have affected the way we see others.

PULSE OF THE COMMUNITY | JANUARY 9, 2024

Leaders from local organizations that are champions of change and acceptance will share about their work and how Greater Mankato businesses and organizations can partner with them to create a more accepting workplace.

RESOURCES FOR BUSINESSES AND ORGANIZATIONS | FEBRUARY 13, 2024

This session will provide information, lively discussion, and activities for cohort members who wish to help create an inclusivity plan for their employers. Many local organizations offer resources for employers who wish to gain a better understanding of the ways they can accommodate and embrace different cultures in the workplace.

CREATING AN INCLUSIVE WORKPLACE: IT CAN BE DONE! | MARCH 12, 2024

Presenters from area organizations that have created a framework for an inclusive workplace will share their processes, as well as success and challenges they have experienced along the way.

PLANS FOR THE FUTURE | APRIL 9, 2024

Cohort members will share the work they have been doing throughout the session, as well as their plans for future change at their workplaces. Members of the first DEI Collaborative cohort will share how they have utilized the information and connections made in their group.

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FOR MORE INFORMATION AND TO REGISTER:

GREATERMANKATO.COM/DEI

sgullickson@greatermankato.com | 507.385.6656