

2019 CENTRAL FLORIDA  
DIVERSITY LEARNING SERIES

SIX-PART SERIES

How do we move from envisioning  
inclusion to creating inclusion?

# The Inclusion Journey



*From Vision to Action*





ENGAGE



EDUCATE



MOTIVATE™



Our Series, through six highly-interactive education sessions, will address three specific questions:

- How can we **demonstrate** the actions necessary to create a more inclusive experience for everyone?
- How can we **monitor and measure** the impact and value of our inclusion actions on our organization's strategies and tactics to reach our inclusion goals?
- How can we **build systems** that support our actions and engage others as we create inclusion paths for all?

# SERIES TOPICS AND DESCRIPTIONS

## 1 Generational Workstyles — Working Collaboratively

JANUARY 15, 2019

We all know that our organizations are now the “home” to multiple generations who interact with one another on a daily basis. We also know that many experience miscommunications, misunderstandings and missed opportunities that may have their roots in differences in and across generational values.

The goal of this session will be to “unpack” the values that are driving generational work behavior so that we can work (act) collaboratively. You will learn what generational collaboration looks like, how to access it and how to capitalize on it as you build a more inclusive work experience for everyone.

## 2 Managing Unconscious Bias & Micro Aggressions

MARCH 19, 2019

Unconscious bias has increasingly become a topic of conversation in many organizations over the past few years. This concept, however, has been with us for decades — perhaps centuries. The impact of Unconscious Bias is often experienced as Micro Aggressions — some of those Micro Aggressions are obvious and visible, some less obvious or apparent. Regardless, left unchecked, Unconscious Bias and Micro Aggressions can have powerful impacts and consequences. It is time, many would say past time, to move from dialogue to action. As such, we will focus on ways bias shows up explicitly and implicitly and the tools, techniques and resources that can be used to address the bias and the micro aggressions that arise from that bias.

## 3 Including Non-Faith-Based Beliefs

MAY 7, 2019

Looking at the role of religion / faith in our inclusion models, we often focus on more traditional faith models: Islam, Christianity, Judaism. Here, we are going to journey into the experience of those who identify as Atheists or Agnostics. Our focus will be on their journeys, their experiences of exclusion and the ways we can engage in constructive dialogue about their journey. We will also delve into both the positive and negative impacts of their journey on their inclusion experience. Ultimately, we will explore what we can do, individually and collectively to include this often-overlooked group. We'll look at how we can incorporate inclusive language, visuals and examples to support the inclusion of this group of people who can add greatly to our inclusive work environments.

## 4 Organizational Caste Systems / Hierarchies

JUNE 4, 2019

Caste systems and hierarchies have been a part of organizations since the beginning of time. These systems brought structure and order to the situations they were addressing — people systems, political systems, religious systems and business structures, to name a few.

This session will explore how those very systems create environments of exclusion, division and counter-productive behaviors in both apparent and subtle ways. As we move forward in our inclusion journey, we'll explore how to quickly identify those systems and how / when to address them. In addition, we'll explore ways to manage the imbalance of power which also leads to exclusion.

## 5 Emerging Transgender Themes in the Workplace

SEPTEMBER 17, 2019

What are the emerging personal, social and political implications for the transgender community and how do they fit or conflict with other aspects of our inclusion journey. This session will provide an opportunity to explore the actions each of us can take to ensure inclusion for members of this community. We'll also explore and expose the bias, prejudice and hatred experienced by this community, so we can understand and anticipate our role in providing an inclusive experience in our work communities. Our focus, however, will be on our actions as we understand and address the exclusion that is experienced by members of the transgender community.

## 6 Military / Veteran Inclusion Experiences

NOVEMBER 5, 2019

Our former military/veteran colleagues bring a wealth of knowledge, experience, ideas, passion and interests to our organizations. Many of our organizations have developed extensive recruiting efforts to attract these women and men to our communities and our organizations. The question before us: "How effectively have we included these individuals in our organizations, effectively tapped their talents and ensured their full inclusion and engagement?" We will hear from a variety of Veterans about their experiences. And, of equal importance, we'll discuss the actions we can take, individually and collectively, to ensure the journey from military work to civilian work is smoother, more inclusive and honors the depth and breadth of experience that they bring with them.

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## Methodologies for our Sessions:

The learning methodologies for the 8th annual CFDLS are intended to address the diverse learning styles and needs of all participants. The sessions will be experiential and adopt multi-media technologies. All facilitators will be guided to use a variety of methods in each session which will include — but may not be limited to — storytelling, audio presentations (i.e., music, voice), visual / video presentations (i.e., PPT, DVD) and internet media, if available (i.e., YouTube).

Each session will include print resources and references so that participants may continue their education on the topic beyond our session. We will also provide post-session resources on our website. Sourcing of presenters will be intentionally diverse — to appeal to the variety of needs and backgrounds of our participants.

PLEASE NOTE: The session order may change depending on the identified speaker's availability. However, the dates will not change, as they are based on room availability at the College of Medicine.



**[www.CFDLS.com](http://www.CFDLS.com)**

**407-595-3283**