

EquityLogic™

for Human Systems



I really appreciated the mindset and ladder of inference exercises. The information and activities were good reminders for dealing with people, listening and being mindful of creating a level playing field with clients.

The activities really made me rethink and be honest with myself and led to great discussion.

Training Participant
Common Language Module
Zumbro Valley Health Centers

A tactical approach to building and retaining a more flexible workforce by diversifying employment strategies and adapting workplace culture

EquityLogic™ offers customized training and professional consultation for workgroups of all sizes. As part of the process our team of professionals connects with your team of professionals and focuses on goals and aspirations that fit your future. We bring tools, context, and passion to our work as well as a track record of documented successes.

INTRO *Equity Level-Set*

Preparatory team building around shared language, definitions, and knowledge of equity and inclusion and the unique attributes and challenges of your market. 1 Session

SERIES 1 *Inclusivity: Core Elements of Proficiency*

An organizational assessment followed by training that presents and analyzes the human identity spectrum, provides interactive instruction and dialog around bias and identity, and provides tools for impacting workplace dynamics in intentional ways. 3 Levels

SERIES 2 *Basic Intercultural Acuity*

Instruction and activities focus on unique facets of human culture and how they present and are interpreted in the workplace. Participants identify their own cultural norms and contrast with those of others, with consideration of the precept of worldview. 3 Levels

SERIES 3 *Common Language: Modulating for Impact*

Values-based interactive training that develops norms for workplace communication and increases awareness of barriers to organizational integrity and connectivity. Includes exploration of intent vs impact, ladder of inference, and reflective listening. 3 Levels

SERIES 4 *Systems of Power (Prerequisite training required)*

Team-based exploration of how systems of power are designed, adapted, and perpetuated. Instruction focuses on how social and political structures award honor and privilege to some while systematically disadvantaging others. Histories of domination and oppression will be explained with insights into how they continue to operate. Series of 8

PROCESS 1 *Advancing Organizational Agility*

Building on the core tenets identified Series 1 - 3, these sessions provide tactics specific to organizational goals and metrics. Participants fortify interpersonal and group trust and establish new efficacies for internal and external relationship management.

PROCESS 2 *Structuring for Enduring Equity*

Consulting includes an in-depth organizational aptitude appraisal, policy review and recommendation options, facility evaluation, and community engagement analysis.

EquityLogic™ Trainings impact: Employee retention, workgroup and individual productivity, inter-workgroup cooperation, organizational innovation and adaptability, customer/client satisfaction, inter-organizational collaboration, problem solving and crisis management, and market penetration. What's on your agenda?

DiversityCouncil.org

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