



## **Inclusion, Diversity, Equity & Access (IDEA) Learning Group**

This Learning Group is seven (7) sessions to provide time and depth of discussion. Learning group participants discuss why we are here, who we are in relation to others, and what we can achieve together. The cohort environment provides a safe and sanctified space for individuals to explore the concepts and practicalities of inclusion, diversity, equity and access.

In this highly interactive and hands-on series, participants will identify an action item of their choice to implement within their organization which supports being champions of inclusion, equity and diversity. In between sessions, participants will be expected to complete reading and other assignments, as well as work with a cohort partner on various assessments.

### **Sessions & Topics**

1. History and Framework of Racial Equity
2. Deconstructing Racism and Building Equity
3. Systemic Equity and Organizational Change
4. Bias, Beliefs and Microaggressions
5. Identities, Marginalization and Privilege
6. Allyship, Antiracist and Upstanding
7. Participant Presentations and Consulting Feedback

### **Who Should Attend**

This course is designed to be inclusive. It is for any nonprofit professional interested in bringing a wider sense of belonging to their nonprofit organizations, regardless of position or department.