

# Introduction to JEDI: THE POWER OF DIFFERENCE AND INCLUSION

**JUSTICE**

**EQUITY**

**DIVERSITY**

**INCLUSION**

## A Fresh Approach to Improving DEI in the Workplace

### Background

Most organizations understand the importance of maintaining a diverse inclusive workplace and successfully serving a diverse customer base. They have made significant investments in DEI programs but are less than satisfied with the results. Participants may have come away feeling stereotyped or blamed. Or they may have left with a deeper understanding and genuine motivation but still not knowing specifically what to do or say.

Recognizing the need for a more engaging and practical approach, 901 CONSULTING and the INSTITUTE FOR HEALTHCARE COMMUNICATION have worked together to create “Introduction to JEDI: The Power of Difference and Inclusion.” With a mix of self-study and interactive sessions, this 4.5-hour program addresses the “how” of diversity and inclusion: how to create a culture of belonging, and what to do when tensions and conflict around differences arise. Working from the inside out, the program focuses on the awareness and skills needed to foster belonging and inclusion in the moment-to-moment interactions of a typical workday. It meets participants where they are in their own life story and developmental path, engages them as partners in their own learning, and treats them with the same respect and compassion that we encourage them to show to others.

### Learning Goals

Participants will be able to:

- Understand the benefits and challenges of diversity, inclusion and belonging
- Describe what a personal identity is and how it influences one’s perceptions and interactions.
- Explain why conversations about identity can be both difficult and rewarding, and use core communication skills to make them easier
- Describe how patterns of oppression can form around differences in identity and what the experiences and challenges are for people in the dominant and subordinated groups
- Recognize and respond to hurtful interactions involving differences (microaggressions), whether experienced directly or witnessed as a bystander
- Describe examples of macroaggression and the kinds of communication required to address it

## Course Components

1.	Welcome and Overview: Begin your learning journey with a brief self-study video	3 minutes
2.	Introduction to JEDI: The Power of Difference: Delve deeper into the significance of diversity through a self-study video	20 minutes
3.	Identities: Explore personal identities and their influence on perceptions and interactions using a self-study video and accompanying worksheet	25 minutes
4.	Core Communication Skills: Develop essential communication skills for fostering inclusion in an engaging self-study video	18 minutes
5.	Talking About Identities: Participate in a 1-hour interactive session to practice discussing identities and strengthening communication skills (12-minute self-study video followed by the session)	72 minutes
6.	Identities in Tension: Examine the challenges and dynamics that arise when identities clash through a self-study video and reflective worksheet	25 minutes
7.	Recognizing and Responding to Comments that Hurt (Microaggressions): Engage in a 1-hour interactive session to identify and address hurtful interactions (microaggressions)	60 minutes
8.	Conversation on microaggressions: Participate in a 1-hour interactive session to explore macroaggressions and develop effective communication strategies	60 minutes

## Course Features

- Evidence-Based Approach: Benefit from a course curriculum rooted in research and evidence, ensuring a comprehensive and informed learning experience
- Inclusive Language: Our course avoids using language that shames or guilt anyone based on their race, sex, or gender, fostering an all-inclusive and supportive environment for all participants
- Self-Paced Learning: Participants can access course materials, videos, and interactive exercises at their own pace, providing flexibility to fit within their schedules
- Interactive Exercises: Engage in practical exercises, role-plays, and case studies to apply your learning and enhance understanding
- Supportive Learning Community: Connect with like-minded individuals in a supportive online community, fostering collaboration and mutual growth
- Expert Instructors: Learn from experienced instructors who guide you through the course, providing valuable insights and facilitating discussions

## Cost

\$500.00 (USD) per person with virtual interactive sessions. In-person interactive sessions are also possible by special arrangement.

## Live Interactive Sessions

- Conversations on Identity
- Systems of Oppression
- Bystander to Upstander
- Relationship Repair

To register, or for more information, please contact:

Khalil Saddiq, 901 Consulting, [k.o.saddiq@gmail.com](mailto:k.o.saddiq@gmail.com) (new business email soon), (617) 308-0509  
Institute for Healthcare Communication, [info@healthcarecomm.org](mailto:info@healthcarecomm.org), (800) 800-5907

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