

IDEAL Foundations

This comprehensive learning experience is tailored for newly hired employees, providing essential knowledge and skills to establish a solid understanding of DEI principles and organizational commitments.

Duration:

Four hours (can be one single session or split into two)

Delivery Method:

In-person strongly encouraged. Virtual sessions possible with split series.

Target Group Size:

30 participants
(20 minimum, 40 maximum)

Frequency:

As needed, at least one annually

Target audience:

New hires

Section 1: IDEAL Discovery

- Introduction to inclusive company culture, expectations, and IDEAL commitments
- The case for IDEAL - moral obligations, business outcomes, and practical value
- Core IDEAL concepts - principles, terminology and language

Section 2: From Bias to Belonging

- Unconscious bias and its impact
- Tools, techniques, and practices to mitigate bias and build belonging
- Personal commitments for application and allyship