NeuroLeadership INSTITUTE

DEI PRACTITIONER MASTER CLASS

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Build neuroscience-based DEI initiatives that drive real change.

Key Components in Each Module:

- Underpinning science, drawing on neuroscience and other physical sciences
- Broader industry research, and case studies from NLI and other institutions
- Common obstacles, and possible solutions for common challenges
- Additional readings and resources to go deeper if desired
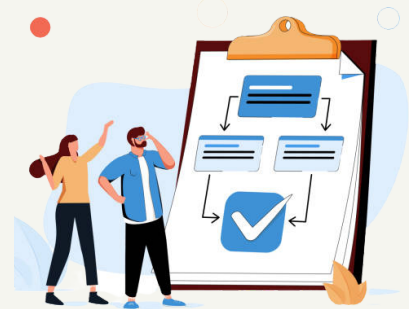- Opportunity to learn from other practitioners in an efficent , structured way

Modules Include:

- Module 1: Prioritize Diversity
- Module 2: Activate Inclusive Behaviors
- Module 3: Advance Equity Systemically

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DEI MASTER CLASS

Module One

PRIORITIZE DIVERSITY

*Build the case for
making diversity a priority*

Week 1: Welcome to the DEI
Master Class
- Describe the evolution and key language of DEI
- Identify key DEI issues that impact organizations
- Start to leverage NLI's POV on priority setting, habit formation and systemic change

Week 2: Value Diversity
- Identify the multitude of differences and diversity
- Articulate why diverse teams are less comfortable, but perform better
- Identify some key biases that keep us from recognizing the value of diversity

Week 3: Leverage Diversity
- Identify business challenges facing your organization
- Identify what unique skills, perspectives and experiences are needed to solve those challenges
- Determine how to acquire those unique inputs by leveraging diversity

Week 4: Recruit Champions
- Help others care about the value of diversity
- Guide others to insights about how diversity can benefit them and their organization
- Engage others in mitigating the effects of bias

ModuleTwo

ACTIVATE INCLUSIVE BEHAVIORS

*Identify the behavior change
needed to leverage diversity*

Week 5: Action Break
- Gather information to complete your DEI Action Toolkit and Framework activities
- Identify actions and accountability for making DEI a priority
- Review resources critical to Module 2

Week 6: Define Inclusion
- Explain the importance of inclusion to harness the benefits of diversity
- Debunk common myths about inclusion and belonging
- Identify factors that hinder inclusion and speaking up / psychological safety
- Define the elements of an inclusive organization

Week 7: Set the Standards
- Identify the barriers to measuring inclusion
- Determine tangible goals/metrics for the impact of inclusion
- Define how to measure the impact of inclusion

Week 8: Change Behaviors
- Describe the science behind habit formation
- Determine what inclusive habits need to be activated, and by whom
- Plan strategies to increase inclusion in your organization

Module Three

ADVANCE EQUITY SYSTEMICALLY

*Re-design systems to ensure access,
accessibility, and representation*

Week 9: Action Break
- Gather information to complete your DEI Action Toolkit and Framework activities
- Identify actions and accountability to activate inclusive behavior
- Review resources critical to Module 3

Week 10: Establish Equity Standards
- Identify criteria to determine and measure equity in talent systems
- Examine some key organizational systems to identify potential biases
- Identify inequities in organizational systems
- Examine these systems for potential biases

Week 11: Close Equity Gaps
- Identify your role in advancing equity in your organization
- Reflect on key advantages that can be leveraged for support
- Identify potential solutions to increase equity in organizational systems
- Discuss potential approaches to mitigate key biases

Week 12: Activate the Change
- Plan how to implement the DEI changes your organization needs
- Identify key stakeholders and champions to influence
- Build a case to get a key stakeholder or champion involved

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