

Diversity, Inclusion & Belonging (DIB) Lunch & Learns with Dr. Anita



Lunch & Learns are designed to provide manageable, meaningful, and transformational learning about Diversity, Inclusion & Belonging in a psychologically safe and inclusive environment.

Throughout the Lunch & Learn, participants will

- Acknowledge the initial discomfort that comes with the discussion of diversity dynamics and heighten their awareness
- Understand that everyone who has a brain has bias
- Establish community and experience the common feeling of relief that “I’m not the only one who makes the occasional misstep”

DEFINING A LUNCH & LEARN

60-minute sessions for all employees that equip participants with a 30-day action plan and encourage participants to further the Diversity conversation by deciding how to make their learning actionable

WHAT IT IS

- ✓ **Informative** without fear of public shame and blame
- ✓ **Interactive** and structured learning experiences
- ✓ **Intentional** and psychologically safe professional development opportunities to foster comfort, community, and commitment

WHAT IT'S NOT

- ✗ Not a space for being judgmental
- ✗ Not a sanctuary for having closed minds
- ✗ Not a forum for minimizing the lived experiences of those different from others

The goal of a Lunch & Learn is to create an environment where people can feel connected through joint dialogue and embark on a path of joint discovery that facilitates the revelation of deep patterns and beliefs to initiate change.

Topic Areas

- **VIRTUAL** Your Brain and Change
- **VIRTUAL** Diversity, Inclusion & Belonging Primer
- **VIRTUAL** Microaggressions and the Messages They Send
- **VIRTUAL** Subtle Acts of Exclusion Crash Course based on the book *Subtle Acts of Exclusion*, with an optional Belonging Bistro virtual book club program (additional fee)
- **ON-SITE ONLY** Introduction to Fearless Organizations and the Psychological Safety Index (PSI) with optional PSI assessment (additional fee)
- **ON-SITE ONLY** Resiliency for Today's Reality with optional 30-day Reflective Art Journal and team coaching program (additional fees apply)

PRAISE FOR DR. ANITA

"I didn't want the day to get away without telling you how much your presentation (Diversity, Inclusion & Belonging: A Primer) touched a couple of attendees, including me. One of my dear friends who attended told me **she could have listened to you talk for another hour**. Another dear friend of mine was so moved by your personal stories, as you could see, that she couldn't hold back the tears. What a wonderful gift you gave all of us from **a different perspective, unlike what's seen every day in the media**. You brought it home in a way that touched our hearts and we won't soon forget. Thank you."

– **GLORIA HALE**, CEO/President, Hale Glass
