

COURSE SUITE SUMMARY

ITBOM
CONSULTING LLC



*Online Education Classes for
Diversity, Equity, & Inclusion in
A Modern Workplace*

Our Course Directory

Origins: Why We Talk About Race

Origins: Bias in Banking

Origins: Bias in Advertising/Marketing

Origins: Medical Bias

Origins: Bias in Criminal Justice

Unconscious Bias

Communicating Across Differences, Part One

Communicating Across Differences, Part Two

The Color of Leadership and Onboarding Leaders of Color

EEOC Overview

Inclusive Hiring I

Inclusive Hiring II

Facilitators Guide & Video

Expert Voices:

Leading with Inclusion -*Martha Pellegrino, Brava Pointe LLC*

Disability Rights - *Emily Purry, Purry Consultants*

LGBTQI Inclusivity -*Emily Evans, Emily Evans Consulting Practice*

Video Example: Unconscious Bias



Curriculum Example: Unconscious Bias

Chapter 1: What Are Unconscious Biases?

1. Video: What Are Unconscious Biases?
2. Self Reflection Activity
3. Insights

Chapter 2: How We Convey Unconscious Bias

1. Video: How We Convey Unconscious Bias
2. Quiz
3. Video: It Takes a Conscious Thought

Chapter 3: Types of Bias

1. Video: Types of Bias
2. Video: Digging Deeper
3. Insights
4. Self Reflection Activity

Chapter 4: The Impact of Unconscious Biases

1. Video: The Impact of Unconscious Biases
2. Video: Microaggressions
3. Video: Asian-Americans Confront Stereotypes About Their Community
4. Video: The Impact
5. Self Reflection Activity

Chapter 5: Interrupting Unconscious Bias

1. Video: Interrupting Unconscious Bias
2. Insights

Suggested Learning Journey

Use this suggested map to guide your learning. Everyone should start at Introductory and then move your way through. This training should take a year or longer, particularly if it is combined with facilitated discussions and action plans.

Introductory

- Origins: Why We Talk About Race?
- Unconscious Bias
- Communicating Across Difference, Part 1
- Expert Voices: Disability Inclusion in the Workplace
- Expert Voices: LGBTQI Inclusivity

Intermediate

- Communicating Across Difference, Part 2
- Origin Story: Bias in the Medical Field
- Origin Story: Bias in the Criminal Justice System
- Origin Story: Bias in Banking
- Origin Story: Bias in Marketing and Advertising
- Expert Voices: Leading With Inclusion

Advanced & Hiring Managers

- Inclusive Hiring, Part 1
- Inclusive Hiring, Part 2
- The Color of Leadership and Onboarding Leaders of Color
- EEOC Overview

Case Study Summary: Microsoft

In a departure from the usual process, MSP formed two steering committees, one internal and one made up of leaders from the Black nonprofit community, to review the applicants and recommend the grantees. “We wanted to ensure that we had a diverse group of both internal and external stakeholders and invite the community to be a part of the process,” said Jolenta Coleman-Bush, senior program manager.

ITBOM worked closely with the committees to build competency around racial bias in giving. The first step was a presentation on the history of philanthropy and how it has excluded or been overly restrictive of marginalized groups. This helped give the teams a common language and understanding of the issues.

Next, ITBOM met with the committees to facilitate in-depth discussions where ideas about award criteria were examined. Does the number of people an organization serves necessarily reflect the group’s impact? If scalability is a requirement, how does that affect groups where scarce funding doesn’t allow it?



Case Study Summary: Barre3

In early 2020, business was good for fitness company Barre3

In 12 short years, they'd grown from their original Portland, Oregon, studio to 175 studios across the U.S. and the world. Leadership was taking first steps to fix their diversity, equity, and inclusion problems when a pandemic hit, bringing their brick-and-mortar businesses to a halt. Survival took precedence, and the DEI initiative went on hold. But the world turned upside-down again with the murder of George Floyd and the uprising that followed. In the midst of a reckoning around race, Barre3 leadership concluded that, despite uncertainty, they were going all in to address an entrenched culture.



Shari Dunn,
CEO & Principal ITBOM Training and Consulting LLC

Attorney, news anchor, CEO, professor, thinker, agent of change, and game show winner. Shari is an innovator, educator, and thinker helping organizations and individuals to "change their thinking and change their lives/ organizations." Shari has a degree in Philosophy and believes as Carl Jung is alleged to have said, that; "until we make the unconsciousness conscious it will direct our lives, and we will call it fate." This means that individuals and institutions must fully understand and embrace the ways we act out "old stories" to clear a path to re-imagine a new life, a new path, a new course forward.

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