

**Diversity, Equity, Inclusion, & Belonging Heart Strides**

**Course Number:** DEI-106
**Duration:** 0.8 days

**Overview**

DEIB Heart Strides™ is an innovative course that rounds out our DEIB curriculum. Uniquely designed to stand alone, Heart Strides provides insight and creative advocacy instrumental in transforming hearts and minds, one of the most challenging aspects of DEIB work.

A true belief in DEIB requires a commitment to growth, transformation, belonging, and well-being. The journey lies in empathy, understanding, and solidarity, and it requires not just acceptance of DEIB’s principles but a willingness to prioritize them. The path to belonging is through intentionally creating an environment where all feel welcomed, acknowledged, and respected. An environment where everyone is treated and feels like a full member of the larger community and can thrive.

This course provides the insights, experience, and tools to integrate transformational change throughout your organization. With transformation comes the opportunity to bravely and wholeheartedly engage with conflict and challenges when they arise and honor and address harm by building a climate in which all voices are heard.

Only then we can ensure that the practices and systems that we design actually manifest our commitment. Only then can we learn when we misstep and grow stronger through our ability to listen and heal.

**Prerequisites**

This course presumes prior exposure to diversity, equity and inclusion values and fundamentals, notably through the [DEI Demystified](file:////training/dei-demystified) course. However, we would be delighted to tailor it to any level of prior experience, by incorporating key modules from the DEI Demystified course, to ensure that participants are fully prepared for all elements of this innovative and experiential training.

**Materials**

* DEIB Heart Strides attendees receive comprehensive, creative advocacy materials to develop a heart strides perspective. This includes exercise materials to support your organization in developing their own original materials if helpful.
* Creative Advocacy Tool Kit “Yesterday I found my Voice and Other Stories”
* DEIB Heart Strides Deck

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**Software Needed on Each Student PC**

An online meeting platform (such as Zoom, WebEx, GoTo, or Teams) to have face-to-face contact online, including use of breakout rooms for group activities.

**Objectives**

* Understand the process of DEIB transformation at a core level
* Learn what it takes to accomplish true transformation
* Understand and demystify the concepts of diversity, equity, and inclusion
* Explore what it means to make Heart Strides in DEIB
* Explain how creative advocacy and poetic activism be used as impactful tools for change
* Understand how to create a culture of empathy, vulnerability, bravery, and accountability
* Engage in candid and courageous conversations
* Create a circle of belonging such that all people perceive they have a seat at the table and feel heard and seen.
* Frame challenges and obstacles through a lens of positivity and as a catalyst for growth
* Delve deeply into a core understanding of why DEIB matters to you and to your organization and design a DEIB vision that aligns with this recognition
* Define what impact or legacy or position you want your company to have
* Define the benefits of an organization with the courage to wholeheartedly adopt the concept of DEIB Heart Strides
* Begin to create the tools for your own DEIB Heart Strides

**Outline**

* Introduction
* Organizational Transformation and its Benefits
* Introduction to Creative Advocacy
* “Yesterday I Found My Voice”
* At the Heart of DEIB
* DEIB Demystified and Defined
* DEIB Heart Strides
* The Process of Transforming Mind and Heart
* Harm, Fear and Trauma: Calling it By Name
* Engaging In Empathetic Teamwork
* Inclusion, Safe Space, Silence, and the Will to Be Heard
* Belonging and Vulnerability
* The Four Pillars of Heart Strides Work
* The Circle of Belonging
* Understanding How DEIB Fosters Collaboration and Community
* Walk A Mile In Each Other’s Shoes
* The Road to Stunning Solidarity