

Training Seminars

DIVERSITY, INCLUSION, AND EQUITY TRAINING *Half-Day Virtual Sessions Available*

DEI *virtual training* builds knowledge and skills and is an important step towards creating a strong and sustainable climate of inclusion in your organization. DEI training programs are also an essential aspect of building engaged and happy teams. Organizations with strong diversity climates are more likely to have increased job satisfaction, higher levels of trust, and more engaged employees. *DEI Training is key to moving your organization forward towards inclusivity and impactful change.*

Rochester Chamber's DEI virtual training will consist of a half day training session pulled together from the three introductory Colors of Success webinar sessions that were offered in September, October & November 2020, but with a deeper dive into the following topics: Unconscious Bias, Inclusive Culture, and The Business Case.

At this virtual training, participants will explore the unconscious bias that exists within us all, the impact on organizational culture, and strategies used to correct the bias and leverage resources and talent. In addition, we will discuss the "path toward equity" sequence/model showing the progression from being unaware/in denial to being an organization that is continuously improving, and an employer of choice. We will also help participants acknowledge where their organizations are today, where they can be in the future, and learn strategies to get there.

Rochester Chamber's DEI trainer, Adrian Hale, Sr. Manager, Talent Strategy, Workforce Development, and Education Initiatives, ([click here for bio](#)) will lead this insightful and energizing series.

The Half-Day (4 Hours - 8:00am to 12pm) Training Session Curriculum:

1. Identify pain points and brainstorm how they can become improvement points
2. Pinpoint where your organization falls within the equity sequence
3. Understand the shift from bringing in to creating access/removing barriers
4. Learn the roles played by each of the four constituencies of a company
5. Explore the motivation needed to evoke buy-in from key players to make changes
6. Learn next steps to advance organizational DEI efforts

These sessions are designed for workforce training organizations reps, staffing recruiters, human resource professionals, and other leadership roles.

We challenge organizations to train and build quality role models that drive change and be willing to adopt a diverse culture in their workplace. Diversity at the top promotes diversity throughout an organization, so training your leaders signals an organizational commitment to diversity and also provides emerging leaders with role models they can identify with. Don't miss out on this timely and necessary training offering with a special discount for Rochester Chamber members and start to bring that change within your organization through training your workforce on DEI.

Rochester Chamber's 2020 Training Program on DEI is sponsored by:
Excellus BlueCross BlueShield and GreenSpark Solar

Register online at www.GreaterRochesterChamber.com.

For more information, email Stephanie.Helfer@GreaterRochesterChamber.com or call (585) 256-4661.