



www.ymcamn.org/EIC

IMAGINE, DEFINE AND CREATE AN INCLUSIVE ORGANIZATION

JOIN US FOR A SERIES OF LEARNING EXPERIENCES FOCUSING ON EQUITY AND INCLUSION

The YMCA of the Greater Twin Cities developed a human-centered design process to help organizations be more welcoming and explicit about their business commitments to diversity, equity and inclusion. In order to create an inclusive organization, we need culturally competent leaders who are committed to making your organization equitable and inclusive and where all people have the opportunity to thrive, belong and contribute. By participating in the Equity Leadership Institute, you will be challenged to reassess your mental models and engage in transformative learning experiences.

EQUITY LEADERSHIP INSTITUTE

PRE-WORK

Intercultural Development Inventory (IDI) Assessment

The Intercultural Development Inventory (IDI) session is the premier cross-cultural assessment that is used for identifying an individual's intercultural competence. The IDI assessment is completed online. Participants will receive their results along with a one-hour, one-on-one feedback conversation with a certified IDI consultant.

Expected outcomes: Gain more self-awareness and identification of acting worldview

SESSION 1

Intercultural Leadership Training

An experiential learning session that engages participants in a deeper understanding of the IDI.

The Hidden Brain and Unconscious Bias

Participants will learn how the brain functions during times of uncertainty, the conditions that tend to bring out biases, and will discuss the implications for the workplace.

Expected outcomes: Increase awareness of cultural competence and identification of cultural competent behaviors

SESSION 2

Bridging Cultural Differences

Participants will develop a deeper self-awareness of personal dimensions of diversity and culture and what influences those dimensions when responding to differences that transcend their norms.

Expected outcomes: Engage in diversity, equity and global realities

SESSION 3

Equity Innovation Experience

A multi-station experience built by the Science Museum of Minnesota that serves as a catalyst to engage the mind on equity, diversity, inclusion and global realities.

Expected outcomes: Increase knowledge and skills in equity and inclusion

2020 COHORTS

Cohort I: Thursdays on April 9, 16, and 23

Cohort II: Wednesdays on May 6, 13, and 20

AGENDA

8 – 8:30 a.m.—Continental Breakfast
8:30 a.m. – Noon—Learning Sessions
Noon – 12:30 p.m.—Lunch
12:30 – 3 p.m.—Learning Sessions
3 p.m.—Closing

REGISTRATION

To register online or learn more, go to: www.ymcamn.org/EIC

Name

Organization

Role

Email

Phone

Address

City

State

Zip

My organization is a member of the Minneapolis Downtown Council*:

No Yes

Payment information:

Payment enclosed

Invoice me at this address: _____

Call me for credit card information: _____

All sessions will be held at the YMCA Equity Innovation Center located at 651 Nicollet Mall, Third Floor, Minneapolis, MN 55402. For questions, please contact Kerry! Givens at (612) 371-8770 or Kerry.Givens@ymcamn.org.

PRICING

Equity Leadership Institute is \$1,600*

Attendees will also receive:

1. A free one-week pass to the Douglas Dayton YMCA at Gaviidae in downtown Minneapolis.
2. A free one-hour consultation from Neka Creative, an agency known for building inclusive brands.
3. Additional learning materials after each session they can use to work with staff.

* Members of the Minneapolis Downtown Council receive a \$100 discount.

Please return completed form and payment to:

**YMCA EQUITY
INNOVATION CENTER**

YMCA of the Greater Twin Cities
651 Nicollet Mall #500
Minneapolis, MN 55402

WHAT IS THE EQUITY INNOVATION CENTER?

The YMCA is well-known for our commitment to healthy living, youth development and social responsibility. With our legacy of positive change in communities, we launched this Center of Excellence to learn, practice and share. We are a collaborative engine of equity innovation serving the Twin Cities region and beyond. More than a place or a program, we serve as a national center of excellence that seeks innovative ways to solve intractable problems around inequity, intolerance and exclusion. We bring together thought leaders and change agents from across the region to identify best practices, develop future practices, convene individuals, groups and power communities, and be a resource for change agents in their organizations. We work with leaders from all sectors in our communities.

We recognize that everyone is in a different place on their equity journey. We meet you where you are. Some people may be reacting to what's going on culturally and need a place to begin. Others have been doing equity work for awhile and want to know what's working. Still others aspire to take their internal equity work to a broader audience.

