



## Diversity and Inclusion (Professional Development) Business Plan

**Executive Summary:** Diversity and inclusion go hand in hand. There are broadly two types of diversity training: awareness training and skills training. The first is about raising people's awareness and helping them to see the world through the eyes of someone of a different age, race, gender, etc. The second involves specific exercises to help people build skills, such as communicating better with people from diverse backgrounds and reducing the levels of unconscious bias in their decision-making.

The Urban League Diversity and Inclusion Professional Development training framework provides staff with the tools and supports to identify and address systemic barriers in order to build a diverse and inclusive workforce broadly representative of the citizens and communities we serve. Through comfortable "keeping it real" sessions, it provides the means to integrate diversity and inclusion values and practices into existing organizational processes.

**Plan:** The Urban League offers Diversity and Inclusion Professional Development which encompasses up to 4 hours of comprehensive training.

The Urban League of Northwest Indiana, in collaboration with our Diversity and Inclusion Consultant Team, are able to offer your organization a minimum of 2-4 hours of professional development training and facilitated discussions in the areas of:

- ◇ Implicit Bias
- ◇ Stereotyping
- ◇ Cultural Competence
- ◇ Leadership
- ◇ Customer Service

Consultants' services include:

- ◇ A minimum of 2-4 hours of training from a Diversity and Inclusion Consultant
- ◇ Assessment, consultation, and training materials

To begin your Diversity and Inclusion experience, contact our office at 219-887-9621 to speak with Dr. Vanessa Allen McCloud or email her at [vallen@ulofnwi.org](mailto:vallen@ulofnwi.org).

### Fee Schedule – Effective July 1, 2019

Size of Group	Number of Participants	Fee Range
Small	Up to 20 - 30 participants	\$1500 - \$2000
Mid	35-80 participants	\$2500 - \$5000
Large	100 or more	\$6000+