

DE&I Workshops

Moving from awareness towards action



As the first YWCA in the nation, YW Boston has been at the forefront of advancing equity for over 150 years. Our **InclusionBoston Workshops** help further diversity, equity, and inclusion within organizations by building knowledge that can shift attitudes and behaviors.

How Do They Work?

Our expert facilitators guide participants through a multi-step process of personal reflection, knowledge development, and communication and culture building.

Audience

In-person workshops can be tailored to groups ranging from 20-200 participants. Virtual workshops can accommodate up to 50 participants. Depending on the size and composition of the organization, we might recommend breaking up into smaller groups. Workshops can be run in succession so your entire staff can participate.

Duration and Format

The ideal length for an in-person workshop is three hours. The ideal length for a virtual workshop is two hours. The duration of some workshops can be tailored to a minimum of 1 hour. Workshops can be provided virtually or as on-site in-person sessions.

Cost

Workshops are priced on a sliding scale based on group size, workshop length, and type of organization.

Workshop Offerings

- **Understanding Racial Equity**
- **Understanding Social Identity**
- **Implicit Bias**
- **Implicit Bias** for Managers and Recruiters
- **Microaggressions: What They Are, How to Avoid Them**
- **Intersectionality**
- **Organizational Change to Achieve Equity**
- **The Role of Governing Boards in Driving DEI Work**
- **Presentation: Understanding Systemic Violence**
- **Racial Equity and Evaluation: How to evaluate with a racial equity lens**
- **Evaluating Racial Equity: How do we measure inclusive practice**

Understanding Racial Equity

Through this workshop, participants will gain a better foundational understanding of race and learn how to use these learnings to move beyond knowledge and towards action. YW Boston facilitators will introduce key terminology and concepts, including frameworks in which race operates. Participants will be able to reflect on identities individually, in affinity groups, and as a large group in a safe and structured environment.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: What Gets in the Way of Talking About Race?

Participants will share their experience talking about race and racism, as well as identify barriers that may prevent open and honest conversations.

Section II: Frameworks, Definitions and Theory

Participants will explore frameworks and definitions of racism, power, and advantages. This will create a shared understanding and lay the groundwork for deeper analysis.

Section III: Personal Identities

Individuals will reflect on racial and ethnic identities and on how personal histories impact their relationship building with people of varying racial and ethnic backgrounds.

Section IV: Manifestations of Racism

Using the 4 I's framework, participants will begin unpacking how racism manifests itself interpersonally, institutionally, ideologically, and internally.

Success Indicators

YW Boston's Understanding Racial Equity workshop aims to empower attendees to:

- Gain insight into their own racial and ethnic identities
- Increase awareness around shared and individual life experiences
- Improve communication and collaboration skills, particularly a willingness to engage in deeper and more honest conversations around race and ethnicity
- Acquire shared language to talk about racism and understand the societal frameworks in which race operates both personally and institutionally.



Request a Workshop

If you have further questions or wish to request a workshop, please contact Sheera Bornstein at sheera@ywboston.org or (617) 585-5420.

Implicit Bias

In this workshop, participants will learn about implicit or unconscious bias, its different manifestations, and how it can play out in the workplace. Participants will be introduced to and practice applying YW Boston's unique 5 R's approach to disrupting implicit bias.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: Understanding Bias, the Unconscious Mind, and How We Form Perceptions

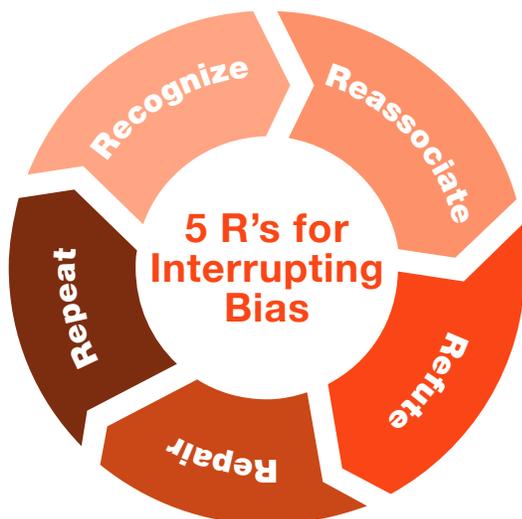
Facilitators will lead interactive group activities that encourage participants to explore how the brain processes information. Participants will learn how unconscious perceptions are formed and how to identify bias.

Section II: Personal Identity and Group Experience

Participants will explore both personal and social identities focusing on their relationships to power and privilege and how these impact the way we perceive information.

Section III: 5 R's Framework for Interrupting Bias

Participants will explore and practice applying our unique 5 R's approach to disrupting implicit bias.



Success Indicators

YW Boston's Implicit Bias workshop aims to empower attendees to:

- Gain insight into their own racial and ethnic identities and increase awareness around shared and individual life experiences
- Understand how privilege and the lack thereof impact implicit bias
- Understand the societal frameworks in which biases operate both personally and institutionally
- Improve willingness to engage in conversations about the intersectionality between race, ethnicity, and gender
- Develop skills with which to counter the impact of implicit bias and privilege in the workplace



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Implicit Bias

for Managers and Recruiters

Managers, recruiters, and supervisors will explore how implicit bias is embedded in the decision-making process. This variation of our Implicit Bias workshop explores the impact of implicit bias on hiring, evaluation, and other managerial practices. Participants will identify actionable strategies for building inclusivity and advancing equity within their organizations.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: Understanding Bias, the Unconscious Mind, and How We Form Perceptions

Facilitators will lead interactive group activities that encourage participants to explore how the brain processes information. Participants will learn how unconscious perceptions are formed and how to identify bias.

Section II: Personal Identity and Group Experience

Participants will explore both personal and social identities focusing on their relationships to power and privilege and how these impact the way we perceive information.

Section III: 5 R's Framework for Interrupting Bias

Participants will explore and practice applying our unique 5 R's approach to disrupting implicit bias. Activities will be tailored based on group roles.

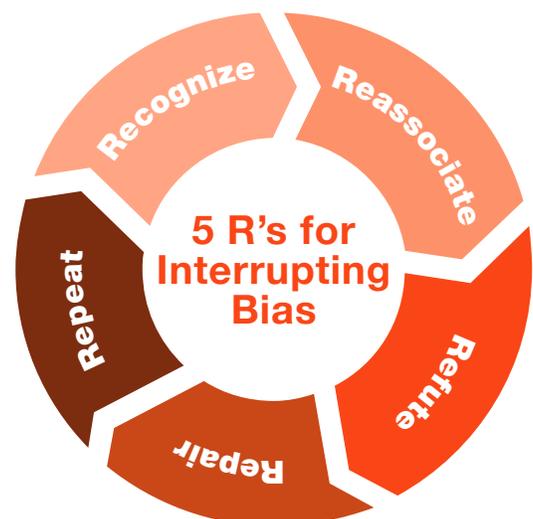
Section IV: Building Strategies

Using workshop learnings and frameworks, participants will begin mapping out ways to mitigate bias and advance more equitable practices within their organization.

Success Indicators

YW Boston's Implicit Bias workshop aims to empower attendees to:

- Gain insight into their own racial and ethnic identities and increase awareness around shared and individual life experiences
- Understand how privilege and the lack thereof impact implicit bias
- Understand the societal frameworks in which biases operate both personally and institutionally
- Develop skills with which to counter the impact of implicit bias and privilege in the workplace
- Identify and address biases that impact recruitment, hiring, evaluation, promotion, mentoring, planning, and decision making



eliminating racism
empowering women

yw
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Microaggressions Workshop

What They Are and How To Avoid Them

Building on learnings from our Implicit Bias workshop, our Microaggressions workshop will introduce participants to the concept of microaggressions and how they affect individuals across different identities. Participants will explore the importance of addressing microaggressions and identify effective strategies for doing so. Facilitators will focus on problem-solving and help participants develop new strategies, both for allies trying to disrupt microaggressions and for those experiencing them.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the Microaggressions workshop, building on frameworks and learnings from the Implicit Bias workshop.

Section I: Understanding Microaggressions

Through interactive activities and media, participants will build a shared understanding of how implicit bias functions and how it can materialize in the act of microaggressions.

Section II: Preventing and Addressing Microaggressions

Participants will explore a framework for preventing and addressing microaggressions in the workplace.

Section III: Applied Learning

Using scenarios as learning tools, participants will practice applying the framework and begin considering how to continue these practices in their own work.

Success Indicators

YW Boston's Microaggressions workshop aims to empower attendees to:

- Gain insight into their own identities, including racial and ethnic identity, as well as the privileges and biases they may hold
- Deepen their understanding of how implicit bias operates, particularly in the act of microaggressions in their various forms
- Develop awareness of tools and frameworks to prevent and address the impacts of microaggressions
- Improve skills with which to prevent and address microaggressions and create a more inclusive work culture



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Intersectionality Workshop

Intersectionality, a term coined by scholar Kimberlé Crenshaw, describes the study of overlapping identities and the interaction between different power structures. In this workshop, participants will be provided with a safe space to reflect on intersecting identities such as race, gender, class, sexual orientation, ability, and many others. By applying an intersectional framework, participants will be better equipped at identifying the impact of overarching power structures and comprehensively address inequities in the workplace.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: Frameworks, What is Intersectionality?

Participants will explore frameworks and definitions of identity, intersectionality, power, and advantages. This will create a shared understanding and lay the groundwork for deeper analysis.

Section II: Intersectionality in the Workplace

Facilitators will guide participants in exploring how intersecting identities can impact an individual's experience in the workplace.

Section III: Applied Learning

Participants will identify ways in which they can apply workshop learnings and frameworks to address inequities in the workplace.

Success Indicators

YW Boston's Intersectionality workshop aims to empower attendees to:

- Gain insight into their own racial and ethnic identities and increase awareness around shared and individual life experiences
- Improve willingness to engage in conversations about the intersectionality between race/ethnicity and gender
- Better understand the relationship between a person's overlapping identities and the complexity of the prejudice they face



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Organizational Change to Achieve Equity Workshop

In this workshop, facilitators will guide participants in identifying cultural and organizational change necessary to achieving equity in the workplace. Participants will become familiar with key domains and best practices for organizational change. Then, they will identify and begin exploring opportunities to bring learnings back to their organizations.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: Racial Inequities in the Workplace and Why They Matter

Participants will review research and studies exploring the interaction between individual identities, power, and privilege in the workplace. Interpersonal, institutional, ideological, and internalized dimensions will be explored.

Section II: Components of Organizational Change

Participants will explore micro, meso, and macro components necessary to achieving organizational change. Facilitators will introduce best practices and examine successful case studies.

Section III: Applied Learning

Participants will identify possible ways in which their learnings can be used to proposition, execute, and monitor organizational change in their workplace.

Success Indicators

YW Boston's Organizational Change to Achieve Equity workshop aims to empower attendees to:

- Gain insight into their own identities, including racial and ethnic identity, as well as the privileges and biases they may hold
- Understand how privilege and the lack thereof impact implicit bias
- Understand the societal frameworks in which biases operate both personally and institutionally
- Explore necessary components for organizational change within their organizations and assess their own role in the process
- Introduce components for organizational change in their workplace



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Understanding Social Identity

Through this workshop, participants will gain a better foundational understanding of social identities, what they are, how they are formed, and how social identities interact with systems of oppression in the form of social advantages and disadvantages. YW Boston facilitators will introduce key concepts and historical context about which groups have accumulated social advantages and disadvantages. Ultimately, participants will be able to apply learnings to their personal experiences.

Workshop Overview

Introduction: Workshop Objectives

Facilitators will lay the foundation for the workshop, introduce dialogue practices, and have participants get to know one another.

Section I: Social Identities

Facilitators will introduce the concepts of social identity and shared social constructs. Participants will reflect on their own social identities individually and as a group.

Section II: Frameworks, Definitions and Theory

Participants will explore frameworks and definitions of identity, manifestations of oppression, and intersectionality of social identities. This will create a shared understanding and lay the groundwork for deeper analysis.

Section III: Theory to Practice

Participants will review case studies and reflect on advantages and disadvantages as they relate to social identities.

Section IV: Envisioning

Individuals will envision empowerment towards action to address bias, privilege, and disadvantages as they relate to diversity, equity, and inclusion.

Success Indicators

YW Boston's Understanding Social Identity workshop aims to empower attendees to:

- Gain insight into the spectrum of their own social identities
- Practice conversations to better understand the intersectionality of identities
- Increase awareness and understanding of how the social construction of race creates advantages and disadvantages for various groups
- Develop a shared understanding of key concepts and frameworks of -isms that coincide with social identity and how systems of inequity operate
- Envision our individual and collective power to further identity consciousness and equity work.

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