

# DEI LEARNING ROADMAP

## What will we do together?

Over the course of 6 months, we will work with your team to provide a DEI learning journey that goes beyond a one-off initiative or disconnected learning experience. We will provide strategic upskilling in DEI competencies with clear tactical learning. Through our comprehensive, personalized DEI training series package, we will increase your staff's engagement and DEI competency.

Justice Informed will survey your staff to identify what your organization's strengths and learning needs are, and personalize our training series to your organization's needs. This aims to advance your team to the point where DEI is a more comfortable and consistent conversation. By the end of our engagement, your organization will have developed a foundational level of DEI learning and a report of recommended training next steps.



Increase employee engagement in DEI trainings

Upskill your staff to create a more inclusive and equitable workplace



Identify tangible action steps to embed DEI into your organization

Build a culture of openness and community



## The Services

- 1 **L&D Survey** of your staff to determine their DEI learning opportunities
- 2 **A series of Three Trainings:**
  - o DEI 101
  - o Allies, Advocates Accomplices
  - o Partner, Advocate, Challenger
- 3 **Report of DEI learning recommendations** detailing what next steps should be taken to continuously learn about DEI within your organization
- 4 **DEI Deep Dive Add-On (Optional)**
  - o Tough Talks
  - o DEI in-Depth

## Who is this for?

Organizations that host DEI trainings without success or connection to a larger DEI plan suffer from poor experiences and disjointed messaging. Justice Informed can provide your staff and leadership with tailor-made solutions for DEI learning that is grounded in industry-specific examples and real-life experiences.

Whether you are looking to start your DEI journey or are re-engaging, we can help you align your staff with authentic and compassionate learning.

**For more information about Justice Informed's Services, please visit [www.justiceinformed.com](http://www.justiceinformed.com) or reach out at [info@justiceinformed.com](mailto:info@justiceinformed.com)**

## The Testimonials

*"The facilitation was authentic and spoke to everyone in the room. I usually cringe in DEI sessions...Justice Informed engaged the subject of DEI from a compassionate, yet firm perspective. The facilitator did not teach to the lowest denominator of student in the session. As a person of color, I usually am only re-traumatized in these exchanges. I was able to walk away with actual tools of engagement. Powerful!"*

*"The JI team was so engaging and hit the perfect balance between instruction and application time. The content amount was digestible but thought-provoking, engaging yet not long-winded. Honestly, amazing facilitation!"*

*"A very intentional and unapologetic focus on issues that matter; the ability to captivate a senior audience of leaders with considerable power and train the collective attention of all on topics that are... necessary for all."*