



# "EMPOWERING DIVERSITY"

An introspective learning journey



K. Lamb offers a unique 4-part series titled "Empowering Diversity" that supports Diversity, Inclusion, Equity, and Belonging (DIEB) in the workplace and equips the workforce to begin the journey towards a successful culture shift.

Each participant enters into an introspective, human-centered DIEB self-journey that allows them to think intentionally about how they are socialized and introduces intersectionality and intercultural competence from the viewpoint of cultural humility.

## SESSION OVERVIEW

- ★ **Part 1 Bias**
- ★ **Part 2 Intercultural Competence**
- ★ **Part 3 Power and Privilege**
- ★ **Part 4 Take a Step**



### Benefits:

- Expand intercultural and DIEB competence learning
- Strengthen leadership's DIEB capability as change agents to support DIEB transformation efforts.
- Build a foundation for expression of value towards bridging difference
- Unified understanding of intercultural competence
- Baseline assessment for leadership

Each 2-hour module lays a framework for collaboration and co-creating of culture change that allows all employees to feel vested while simultaneously constructing the foundation for strong a organization. The rich discussions facilitate small group conversations and identify any pain points or blind spots that the organization may be unaware of.

At the completion of the series, participants will have increased capacity to shift perspectives and behaviors based on learned commonalities and differences while relating to cultures and individuals with greater levels of complexity.



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## PART 1 BIAS

- **2-hour virtual session**
- **Includes Facilitator and Participant Resource guides**
- **Customizable for audiences of all levels**

### Session Overview

This session provides a general understanding of unconscious bias, its effects in the workplace, and how to mitigate its impacts through simple behavioral change practices.



### Learning Goals

- Develop an awareness of implicit/unconscious bias
- Understand how bias works in the brain
- Identify how bias impacts the workplace
- Learn how to take an Implicit Association Test
- Develop strategies for interrupting bias



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## PART 2 INTERCULTURAL COMPETENCE

- **2-hour virtual session**
- **Includes Facilitator and Participant Resource guides**
- **Customizable for audiences of all levels**

### Session Overview

This session helps participants discuss the challenges and opportunities of intercultural competence in a global workforce. It introduces participants to the intercultural development inventory (IDI), a cross-culturally valid tool to assess intercultural competence, and invites participants to craft strategies for strengthening their cultural humility to advance diversity and inclusion outcomes.

A graphic featuring a central circular image of two hands shaking. Surrounding this central image are five smaller circular portraits of diverse individuals (three women and two men) connected by a network of white lines and dots. The background is a cityscape at sunset.

### Learning Goals

- Examine the impacts of intercultural competence in the workplace
- Explore the intercultural development continuum
- Learn how to assess intercultural competence using the intercultural development inventory (IDI)
- Develop strategies for strengthening cultural humility; and build a community of support to foster ongoing practice



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## PART 3 POWER AND PRIVILEGE

- 2-hour virtual session
- Includes Facilitator and Participant Resource guides
- Customizable for audiences of all levels

### Session Overview

This session helps participants learn about their own social identities, intersectionality, and how different levels of power and privilege are experienced in their positionality.

"The diversity and inclusion battle will only be won when people are seen as multi-faceted in their social identities: intersectionality"  
(World Economic Forum, 2020)

### Learning Goals

- Explore the concepts of social identity, power and privilege
- Self-reflect on one's own social identity
- Explore connections between privilege and preference
- Learn about the impacts of intersectionality in the workplace



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## PART 4 TAKE A STEP

- **2-hour virtual session**
- **Includes Facilitator and Participant Resource guides**
- **Customizable for audiences of all levels**

### Session Overview

This session helps participants focus on what they can do as individuals to advance DIEB transformation. Increase the capacity to skillfully navigate courageous conversations.



### Learning Goals

- Engage in active listening
- Acknowledge triggers and hot buttons
- Learn techniques to navigate interpersonal conflict
- Discuss the importance of resilience practices such as self-compassion and self-care
- Experiment in bridge building conversations



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These sessions landscape the space to build networks to transform systems by empowering and cultivating a partnership with current staff as the key stakeholders, and working as a collaborative team, increasing the probability of successful outcomes.

Overall, this series helps improve workplace relationships, retention and supports planning and development as well as makes clear the values of the organization.



### CONTACT INFORMATION

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