

	<h2 style="color: #008080;">Awareness</h2>	<h2 style="color: #008080;">Strategy</h2>	<h2 style="color: #008080;">Implementation</h2>
<p style="text-align: center;">GOALS</p>	<p>Equity and inclusion learning to develop:</p> <ul style="list-style-type: none"> • Shared language around equity and inclusion • Awareness of how these concepts are relevant to and show up in your context • Identification of opportunities for equity and inclusion in your context 	<p><i>Everything included in Awareness tier, plus:</i></p> <p>Strategy conceptualization to:</p> <ul style="list-style-type: none"> • Identify impactful areas for strategic change • Use learnings from the Awareness stage to craft context-specific plans for action 	<p><i>Everything included in Strategy tier, plus:</i></p> <p>Strategy operationalization and implementation by:</p> <ul style="list-style-type: none"> • Using qualitative and quantitative research methods to test and re-evaluate assumptions • Integrating organizational change theory to identify tailored action steps • Co-creating recommendations and operational support to implement action steps
<p style="text-align: center;">SERVICES: INDIVIDUAL LEADER</p>	<ul style="list-style-type: none"> • Document review and analysis • Individual IDI debrief with recommendations for continued learning and development 	<ul style="list-style-type: none"> • Secondary data analysis (data you or your organization has already collected) • Final memorandum with clearly defined action steps to support your personal development as a leader 	<ul style="list-style-type: none"> • Peer feedback sourcing (survey of up to 10 peers or interviews with up to 3 peers) to identify key learning areas and opportunities for growth in the context of previously identified action steps • Final memorandum with clearly defined action steps to support your development as a leader, specific to the context of your team environment and broader organizational strategy
<p style="text-align: center;">SERVICES: LEADERSHIP TEAM (UP TO 10 TEAM MEMBERS)</p>	<ul style="list-style-type: none"> • Document review and analysis • Group IDI debrief with recommendations for continued learning and development 	<ul style="list-style-type: none"> • Secondary data analysis (data your organization has already collected) • Final engagement memorandum offering key insights into organizational strategy 	<ul style="list-style-type: none"> • Primary data collection and analysis (survey + up to 10 interviews) • Final engagement memorandum offering key insights into organizational strategy, as well as a plan for implementation and operationalization • Tailored recommendations for technical assistance and other support to implement the plan
<p style="text-align: center;">EBDI TOOLKIT</p>	<ul style="list-style-type: none"> • Qualified IDI administrators with competency in conveying key DEI terms and how they support your organization's goals • Facilitation and coaching rooted in learning sciences and adult development theory 	<ul style="list-style-type: none"> • Expertise in quantitative and qualitative data analysis • Up-to-date knowledge of and facility with the scholarship and best practices in organizational behavior and organizational change 	<ul style="list-style-type: none"> • Expertise in quantitative and qualitative (interviews, focus groups, and listening sessions) data collection • Operational support, including short- or part-time program and process management services • Knowledge of and facility with DEI platforms and tools, including pulse survey platforms and learning management systems