All Staff Session #1: FOUNDATIONS
July 2014
Key concepts and discussion points:
- Defining diversity, inclusion and equity
- Introduction to Intercultural Development Continuum (see https://idiinventory.com/)

All Staff Session #2: INTERCULTURAL COMMUNICATION AND CONFLICT
October 2014
Key concepts and discussion points:
- Introduction to the D.I.E. Model and process – Description, Interpretation and Evaluation
- Review organizational IDI (made up of aggregated individual IDI results)
- Intercultural Conflict Styles Inventory

All Staff Session #3: POWER AND ADAPTATION
December 2014
Key concepts and discussion points:
- How power is expressed: personal power, institutional, structural & systemic
- Types of personal power: referent, expert, legitimate, reward and coercive
- Intent ≠ Impact
- Next steps: structure of our work: internal advisory group, action learning projects and workshops

All Staff Session #4: OVERVIEW OF ORGANIZATIONAL CULTURE
February 2015
Key concepts and discussion points:
- Key intercultural skills: cultural self-awareness, empathy, curiosity, tolerance for ambiguity, flexibility and courage
- What is culture?
- Mattering & marginality: everybody has experienced each of these

All Staff Session #5: INTERCULTURAL ORGANIZATIONAL DEVELOPMENT PLANNING
April 2015
Key concepts and discussion points:
- Regrounded ourselves in the “why” of this work
- We revisited the Intercultural development continuum
- What does it mean to be a learning organization and how to embrace/learn from mistakes
- Action Learning Projects on the horizon

All Staff Session #6: APPLICATION & ACTION LEARNING
July 2015
Key concepts and discussion points:
- Brainstorming policies and practices that could be good candidates for an Action Learning Team project
- Acceptance to Adaptation. Strategies to challenge and develop your intercultural learning: practice, risk taking, learning from experience, rebounding
- Practice applying D.I.E. (describe-interpret-evaluate) model with scenarios

All Staff Session #7: CULTURAL AWARENESS & ACTION LEARNING
October 2015
Key concepts and discussion points:
- Awareness and reflection of our own cultural narratives

Workshop content developed and delivered by Beth Zemsky, MAEd, LICSW
www.beth.zemsky.com
• Reflect on and share our cultural stories using “I am from…” free write activity

**All Session #8: ACTION LEARNING TEAM REPORTS**

June 2016

Key concepts and discussion points:
- [Grantee] Selection Action Learning Team (SALT) reported on their work and asked for feedback
- Diversity, Equity and Inclusion Statement Action Learning Team (DEISALT) reported on their work and asked for feedback

**All Session #9: INTERCULTURAL DEVELOPMENT ACTION LEARNING**

September 2016

Key concepts and discussion points:
- Refresher on the Intercultural Development Continuum and our organization’s aggregate IDI
- Review of what minimization, acceptance, and adaptation looks like
- Incorporating an equity lens into our work: changing hearts & minds, behavior and structures

**All Staff Session #10: INTERCULTURAL DEVELOPMENT: ACTION LEARNING**

December 2016

Key concepts and discussion points:
- Refresher on core concepts
- [Grantee] Selection Action Learning Team (SALT) report
- Review of research on the value of intercultural competency for organizational effectiveness
- Discussion of Equity Team – definition of role, call for participants

**All Staff Session #11: TRANSITIONING FROM WORKSHOPS TO WORK**

April 2017

Key concepts and discussion points:
- Introduction of Equity Team members, further discussion on role
- Review of core concepts
- Pair questioning/interviewing activity to reflect on individual equity goals

**All Staff Session #12: TOWARDS ADAPTATION...**

October 2017

Key concepts and discussion points:
- Review organizational IDI (made up of aggregated individual IDI results) and compare to IDI results from 2014
- Review plan to incorporate equity into each person’s work plan in 2018
- Practice scenarios for applying an equity lens to our work