



R.K. FIELD, LLC

Diversity, Equity, and Inclusion (DEI) Services

Unconscious Bias Training: Unconscious bias, when left unaddressed, undermines inclusion. Prior to attending training, participants are asked to complete a confidential, validated online assessment that empirically measures their own unconscious biases. This creates an appetite to learn why biases often contradict deeply held personal values and, most importantly, learn what can be done to reduce bias in decision-making. The training focuses on: (1) defining unconscious bias and the neuroscience of bias, (2) understanding our own biases, (3) how bias manifests in the workplace, and (4) actions to mitigate bias.

Inclusive Leadership Workshop: Real change happens when leaders become aware of and accept that they have biases and feel a motivation to lead more inclusively. Often what drives this motivation is an emotional, empathic connection to the workshop content. As such, the workshop begins with a brief overview of unconscious bias and goes deeper with personal reflections, an understanding of the impact of insider/outsider groups on people and their performance, and an in-session inclusion assessment that is both diagnostic and instructive for action planning.

DEI Coaching for Leaders: Diversity, equity, and inclusion are emotionally laden and difficult topics. Coaching offers a safe space for confidential conversations about how lived experiences shape our perspectives and biases and how to recognize and address potential organizational resistance to DEI. While clients drive the coaching agenda, topics often include authentic communication, understanding difference, developing inclusive leadership, and setting organizational DEI objectives.

Organizational DEI Diagnostic: A comprehensive audit of an organization's culture, policies, practices, and reputation that impact its ability to attract, retain and develop talent; the diagnostic identifies strengths to leverage and barriers to equity that undermine inclusive culture and result in sub-optimal workforce engagement and productivity.

DEI Strategy and Action Planning: This work establishes a concrete way forward to truly move the needle on DEI. Depending on need, this can include working with leaders to establish or enhance people management practices to achieve DEI aims; the development of behavioral DEI leadership competencies that are measurable; the establishment of accountability frameworks; and communication guides and training programs for leaders and employees.

DEI Committee Development and Launch: Formalized employee groups (councils, ERGs, BRGs, etc.) can be powerhouses of influence and culture change. Central to their success is a well-defined remit, clarity of roles, organizational support, and a value proposition for members. The works starts with gaining an understanding of the organization's vision for DEI and the groups through interviews and review of strategy documents. Following is the development of a simple guide with operating principles; action plan templates; meeting protocols; and ways to sustain engagement. An additional service option is the facilitation of kick-off sessions for each group to start the ideation process around actions the group will drive.