



WORKSITES DEI PROGRAM

*Leading the way to greater
diversity, equity, and inclusion
in the Umpqua Valley.*



CREATE *unity in the workplace*

All businesses have one thing in common — people — and creating a true sense of belonging for everyone in your workplace is what the Worksites DEI Program is all about.

Everyone is a complex combination of their diverse backgrounds, experiences, and identities: cultural, ethnic, and gender. But each of us may also have our own pre-conceived biases that can result in misunderstandings and the inability to see a situation from another's point of view.

The Worksites DEI Program is brought to you by your local Thrive Umpqua team — a community-wide, well-being initiative committed to ensuring that all people have an equitable and just opportunity to live a long and healthy life. Through the design and implementation of our efforts, we seek to increase individual, organizational, and community well-being through community-driven policy, systems, and environmental change that advances diversity, equity and inclusion.

EMBRACE *diversity, equity & inclusion*

Why is embracing diversity, equity and inclusion important? Because your current and future employees think it's important. Glassdoor reports that 67% of job seekers consider workplace diversity an important factor when considering employment opportunities, and more than 50% of current employees want their workplace to do more to increase diversity.

As Vernā Myers, one of today's leaders in diversity, equity and inclusion awareness explains, your employees don't want to just be represented, they want to be included equally, openly, and feel that they belong in your organization. Hiring diverse talent isn't enough if their experience in your company doesn't recognize what they can truly bring to the table, that spark, that extra push that allows them — and your company — to thrive.

ENRICH *your knowledge of DEI*

Eliminating workplace cultural biases, prejudices, favoritism, discrimination, and harassment sounds like a great plan — but what does that look like exactly? How can a company make sure they are creating an inclusive environment where all employees are valued? Heard? Where everyone knows they have an equal chance at advancement?

Our approach is about that workplace transformation. We have partnered with the Vernā Myers Company, Praxis Group, as well as a team of local DEI experts to go beyond a program and enact genuine social change within your company culture. In order to evolve, we need to address the entire system of an organization and address both the visible and invisible practices, policies, and biases that shape culture and experience. We ground ourselves in each organization's unique starting point to understand how diversity is appreciated and embedded, and only from there can true transformation begin.

We build on the current state of your organization to create a starting point for growth that will take place over a 2-3-month period of time, that will include approximately commitments of 6 hours from leadership, 4.5 hours from staff—to include meetings as well as self-learning modules during the training to be completed by your employees. Follow-up resources to reinforce what was learned during the course could include monthly activities, speakers, a

book club, or small groups to further explore topics that will come out of the training, just to name a few.

Using data discovery, workshops, leadership development, conversation cohorts, and applied learning tools, we ensure our work is immersive, actionable, and will resonate beyond any one session or interaction to truly transform diversity, equity, and inclusion within your organization.



ANTICIPATED OUTCOMES

COMMUNICATION

Enable intercultural communication, including effective listening skills and respectful and appropriate interactions in any cultural contexts

COLLABORATION

Harness the power of diversity as a source for creativity and innovation

CULTURAL KNOWLEDGE & SELF-AWARENESS

Recognize & reflect on cultural biases at an individual and institutional level

Other than your time, there is no cost for the Worksites DEI Program to participating businesses.

CONTACT INFORMATION



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