




Content Area	Inclusion – The "Be" Attitudes	Inclusion, Equity and Access
Skill Acquisition	Learning to "Be" Aware, Available and Accepting	
Audience	This is a pre-requisite for Holding Difficult Conversations	
All levels in an organization can utilize the skills learned in the training		
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <h3 style="text-align: center;">IDEA Skills & Actualization</h3> <p>Critical Thinking and Reasoning: <i>Recognizing Bias</i></p> <p>Collaboration: <i>Working Together</i></p> <p>Self-Direction: <i>The meaning and connotations of words can change rapidly</i></p> <p>Invention: <i>Do not assume one person represents all members of a particular community</i></p>  </div> <div style="width: 45%;"> <h3 style="text-align: center;">Diversity, Equity and Inclusion Learning Outcomes</h3> <ol style="list-style-type: none"> 1. Be. Aware. Seek points of connection and interact substantively with those who are different from oneself 2. Be. Available. Demonstrate skills that enable inter-cultural competency, including effective listening skills 3. Be Accepting. Interact respectfully and appropriately in a variety of cultural contexts </div> </div>		
Resources	Length of Unit/Contact Hours 2–3	
Can be done both in-person (preferred) or virtual	hours Virtual	
Breakout Rooms or Groups required.	Half Day In–Person	