

## DEIB Matters

<p><b>Allyship: What it really is</b></p>	<p>It is important to stand as an ally with people from diverse communities so that culture can make a shift towards progressing equity and equality. However, many struggle with knowing what it means to be an ally. This session will help bridge the gap between good intent and confidence to proceed from a place of respect and empowerment.</p>
<p><b>Allyship: How to do it</b></p>	<p>Allyship has been a topic on the minds of many. In the past decade, a renaissance of awareness has brought to light the needs of those with different life experiences and how it is to show up in the workplace and the world as someone who may be perceived as different. This has left many feeling helpless, not knowing what to do. In this session, we push past the theory and into the how-to.</p>
<p><b>Inclusive Leadership</b></p>	<p>As leaders in a global organisation, DEIB initiatives are no longer something that can stay on the periphery of business. However, taking a multi-culture viewpoint is the only way to make effective change happen. In this session, we will delve into the “why” and “how” of inclusive leadership.</p>
<p><b>Cultural Diversity</b></p>	<p>21st-century working has created amazing opportunities to integrate cultures from around the world. With this opportunity comes the challenge of integrating respect, curiosity and expectations. In this session, we will explore why it is important to focus on cultural diversity from both an ethical and business point of view.</p>
<p><b>Casual Isms</b></p>	<p>Discriminatory language isn’t what it used to be. Subtle, yet hurtful isms that go unchallenged and unchecked create harm. This session looks at challenging both conscious and unconscious bias to allow our language and attitudes to catch up with the 21st century value systems we all aspire to.</p>
<p><b>Equity Matters: Gender Dynamics</b></p>	<p>More women and nonbinary people than ever are working in industries previously dominated by men. Organisations now see a previously unconscious bias that makes the workplace less equitable. This session is designed to meet the needs of organisations that truly value equity and inclusion and are looking for ways to embed it by making their workplace gender equitable.</p>
<p><b>Equity Matters: Neurodiversity and Disability</b></p>	<p>By fostering an inclusive culture that values neurodiversity and disability, businesses can tap into a diverse pool of talent that embraces creativity and fosters innovation. This session explores breaking through stigma and stereotypes to create a workplace where everyone feels valued, respected and able to achieve a career path that grows with their experience.</p>
<p><b>Equity Matters: Intersectionality</b></p>	<p>The critical concept of intersectionality has a profound impact on creating a truly equitable workplace where all can have the opportunity for a sense of belonging. In this session, we will look at effectively challenging systems of oppression to create and lead a culture change with a focus on allyship and empathy.</p>



### Facilitator **Gwen Jones**

Gwen has an MSc in Occupational Psychology focusing on Workplace Wellbeing. She is a trained psychotherapist, relationship therapist and coach working with people all over the world to reduce anxiety and have happier, healthier lives. Gwen has worked with Educating Matters for 8 years speaking about DEI and Wellbeing. She studied Psychology at the University of Utah and then trained to become a teacher in Special Education, working with children with severe behavioural disorders, autism and the at risk population. She has trained many educators on behaviour management and cultural awareness. Gwen has taught in the USA and the UK. A mother of 4, she is very active in her children’s schools. Political activism has always played a strong role in her life in causes such as: LGBT marriage rights, Animal Conservation, and Rock the Vote.