

Date	Objective	Topic	Caption
WEEK 1			
8/1	Inspiration	Shifting the way you think about DEI	<p>Today people are clamoring for a more human style of leadership.</p> <p>In the age of AI, leaders' hard skills are easily being replicated by technology. What will make the difference in effective leadership is soft skills.</p> <ol style="list-style-type: none"> 1. Be considerate: Hold the door open for the person behind you. 2. Smile at a colleague when you make eye contact. It shows that they matter. 3. Say "Good morning" or "Great job" to colleagues more often. 4. Listen more. And listen to understand as it shows that you care. 5. Treat everyone with the same level of respect, whether it be the janitor or the CEO. <p>DEI isn't just about social justice, it's about exhibiting kindness across humanity.</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
8/3	Educate	National Black Women's Equal Pay Day	<p>Today is National Black Women's Equal Pay Day and we want to shed light on this important issue.</p> <p>While Black women are successful in many ways, our achievements are in spite of glaring workplace inequalities that hurt our compensation outcomes:</p> <ul style="list-style-type: none"> • Black women are overrepresented in minimum-wage jobs, hired more slowly, and promoted less often. • Black women on the job experience a greater variety of microaggressions than women of other races and ethnicities.

			<ul style="list-style-type: none"> • Black women are paid less than men and most other groups of women. <p>Equal pay for equal work sounds simple, but actually making it happen requires insight, speed and nuance.</p> <p>iSuccess is committed to helping make a difference on this issue by supporting corporate research, DEI advancement, and improving industry best practices to establish pay equity for Black women.</p> <p>#blackwomensequalpayday #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
8/4	Promote	Generational Diversity in the workplace/ageism	<p>Let's play a round of "Are You Ageist?"</p> <p>Answer the following questions with only a YES or NO:</p> <ul style="list-style-type: none"> • Do you automatically presume that older workers don't know how to use technology, or that they aren't open to learning new skills? • Have you passed over an older team member for a promotion and hired a younger team member with less experience instead? • Do you lack cross-generational collaboration within your organization? <p>If you've answered yes, you have a generational diversity dilemma on your hands!</p> <p>Implementing effective DEI strategies that create a generationally welcoming and supportive environment is attainable when you have the help of experienced consultants who know how to guide you in making smarter decisions.</p> <p>Schedule a complimentary consultation – www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters</p>

			#belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining
8/5	Inspire	Diversity vs. Inclusion vs. Belonging	<p>Here's some Friday food for thought:</p> <p>"Diversity is being invited to the party. Inclusion is being asked to dance. Belonging is dancing like nobody's watching." - Verna Myers</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
Week 2			
8/8	Inspire-Promote	Culture Diversity	<p>Diverse, inclusive and equitable spaces don't just happen with intention – we create them.</p> <p>Partnership with experienced professionals who know what it takes to build a greater sense of safety, trust, and belonging (for those least likely to experience it at work), can be the catalyst for achieving your cultural diversity goals.</p> <p>Let's reimagine your corporate future and foster belonging at work, together!</p> <p>www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
8/9	Promote	Stereotypes, Name Bias	<p>There's a reason we can pronounce Arnold Schwarzenegger better than Uzoamaka Aduba.</p> <p>It's name bias.</p>

			<p>It's the tendency to prefer certain names, usually Anglo-sounding ones, over others – and it commonly rears its ugly head in recruitment.</p> <p>If your recruiters tend to offer interviews to candidates with Anglo-sounding names over equally qualified candidates with non-Anglo names, this bias is present.</p> <p>Name bias can have a negative impact on your diversity hiring and result in your company missing out on talented candidates who can help propel your organization forward.</p> <p>To explore DEI solutions based on your corporate values, mission and vision, contact us at www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
8/11		Being a Leader that embraces diversity / Inclusive Leadership	<p>It's a well known fact that fostering a more inclusive culture increases retention, attracts top talent and strengthens company culture.</p> <p>Why haven't you made the leap to implementing the DEI plan you know you need?</p> <p>Leaders, you are responsible for building the company's workforce and culture.</p> <p>Although HR and talent are often on the front lines of DEI efforts, you must make it a point to see what's working and improve what isn't.</p> <p>If you struggle with translating a Diversity and Inclusion (D&I) strategy into action, we can help.</p> <p>www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership</p>

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8/12	Education	Allyship	<p>I'll say it again: allyship is NOT self-defined.</p> <p>To call yourself an ally your work and efforts must be recognized by those you seek to be an ally to. Being an ally entails</p> <ul style="list-style-type: none"> ...intentional and consistent efforts to give support ...speaking up for others when you witness unfair treatment ...earnestly listening to the experiences of marginalized colleagues, whose experiences may differ from your own <p>Understand that being an ally requires deep humility and a willingness to learn about others' experiences, even when it feels uncomfortable.</p> <p>www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
Week 3			
8/15	Education	Accessibility	<p>Let's address the DEI elephant in the room – accessibility.</p> <p>Yes, we all enjoy how the big buzzwords galvanize our efforts to create a more inclusive society, but often it's the simple actions that provide the most impact – like making work accessible.</p>

			<p>In that spirit, here are a few easy ways to make your brand more accessible for employees, stakeholders and consumers:</p> <ul style="list-style-type: none"> • Have closed captions on video calls, presentations or content • Toggle-on video speed controls so that viewers can slow down or speed up videos to help with comprehension. • Add written descriptions to all your social media images; use those alt-text tags on your website images. • Make transcripts available for your podcast and video content. <p>Ensuring your DEI activations are aligned with your business strategy is essential to business growth. Schedule a complimentary consultation with us to determine how we can help bridge the gap from where you are to where you want to be!</p> <p>www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
8/17	Inspiration	Diversity in action (don't just talk about it, be about it)	<p>Statements made around DEI are often empty, and the numbers don't lie.</p> <p>For example, in 2020, among all Fortune 500 companies, you could count the number of black CEOs on one hand: four.</p> <p>In order to truly create change and improve DEI in the modern workplace, your company needs to go further. You must actively invest in the recruitment, retention, and upward mobility of diverse talent in order to amplify diverse voices and talent within your organizations.</p> <p>Our team can help you foster D&I excellence, thorough research, strategic thinking, proactive communication, and seamless project management.</p>

			<p>Let's discuss your vision and how we can help you realize it – www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
8/18		<p>What it truly means to be anti-racism</p>	<p>Let's face it, none of us enjoy having anti-racism talk at work.</p> <p>It's an uncomfortable conversation that can feel loaded with embarrassment, guilt, confusion or more. Even though that may be the case, it's a necessary step to take to ensure your DEI anti-racism goal is being fulfilled.</p> <p>Regardless of role or level, employees often want to speak up against offensive and racist comments or questionable practices, but they don't know how to do it.</p> <p>As a leader you have a mandate to take the initiative to equip your team with the needed skills to effectively facilitate improved communication around race. And one of the best things about it is, we're able to come alongside you to help you do it.</p> <p>iSuccess' customized trainings share specific techniques and practices that all employees can use to address these uncomfortable situations with clarity, focus, and impact.</p> <p>Contact us to discuss your needs – www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>

8/19		DEI is a journey not a one type event	<p>For many organizations, the beginning of their DEI journey can be an exciting yet vulnerable moment. There is the excitement of knowing that the company has committed to doing more for its people. But it's often mixed with the anxiety of knowing that this may be, at times, an uncertain and uncomfortable process.</p> <p>Many businesses begin their DEI journey by taking some kind of action—such as hosting a diversity training or unconscious bias seminar. While this work can be invaluable, people are often left with a lingering question: Where do we go from here?</p> <p>Adopt a strategic approach.</p> <p>Adding strategy to your DEI efforts brings greater structure and accountability to the entire process. A clearly defined strategy will provide greater clarity around issues that need addressing, and greater insight into the programs that actually work.</p> <p>Let iSuccess help! We're a global business consulting firm with more than 25 years of experience working with clients in the corporate, government, small business, and non-profit sectors.</p> <p>Learn more at www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
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Week 4

8/22		Get off the sidelines and get in the DEI game.	<p>ATTN: CEOs, Boards, Executives</p> <p>Where are you on driving real action on DEI?</p> <p>It's time to get off the sidelines and get in the D&I game!</p>
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			<p>Your team needs it, your consumers love to see it, and your bottom line will succeed because of it.</p> <p>Our DEI insights will help you build greater awareness, accountability, and alignment across your organization by:</p> <ul style="list-style-type: none"> ● Assessing your current state of DEI ● Creating a 12-month DEI plan ● Connecting DEI to business goals ● Launching a strategy that drives tangible engagement <p>Take the first step – Schedule a complimentary consultation at www.isuccessconsulting.com</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
8/23	Promote	The benefit of hiring an outside DEI Consultant	<p>The work of DEI is never done.</p> <p>As your DEI efforts proceed, it's essential to build momentum, identify new challenges, and maintain buy-in from key stakeholders.</p> <p>Organizations that commit to DEI outpace their competitors on recruitment, retention, sentiment, and profit. These powerful shifts can alter the trajectory of a business, and change the lives of employees and their families.</p> <p>iSuccess is your partner. We'll naturally evolve with your business to improve the performance of existing initiatives and identify new areas of opportunity.</p> <p>Speak with an iSuccess consultant today.</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion</p>

			<p>#equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
8/24	Engagement	Improving Employee Engagement	<p>Employees need you to lead. Here are 7 areas where you can take ownership of your DEI strategy to improve employee engagement and corporate outcomes:</p> <ul style="list-style-type: none"> ✓ Recruitment And Retention ✓ Climate And Culture ✓ Professional Development ✓ Research ✓ Patient Care And Health Services ✓ Community Engagement ✓ Change Management <p>In which areas have you implemented D&I initiatives?</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>
8/26	Inspiration	Women's Equality Day	<p>We have far to go, but we've already come so far. Happy Women's Equality Day from the iSuccess Consulting team!</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitaining</p>

Week 5

8/29

Education

Microaggressions at work

On this magnificent Monday, let's turn microaggressions into micro-affirmations!

But first, what are microaggressions? They're small comments or actions that unconsciously or unintentionally harm or reveal a prejudiced attitude against select individuals.

At the workplace, they show-up as verbal slights, insulting jokes, stereotyping, undermining, devaluing, or excluding someone. Microaggressions are dangerous because they build up over time and leave individuals feeling alienated and alone.

One way of eliminating microaggressions is by replacing them with micro-affirmations. A micro-affirmation is a small act or words of inclusion and kindness.

Here's what they look like:

- providing comfort and support,
- ensuring that all team members are heard in meetings
- listening to others' experiences
- asking questions (respectfully, without feeling entitled to an answer)

Turning microaggressions into micro-affirmations will help your team replace unconscious actions with intentional ones and to build a culture of inclusion, one small moment at a time!

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8/31	Promotion	Countering Unconscious Bias	<p>Whether we realize it or not, our unconscious biases influence our professional lives, from the way we think to the way we interact with colleagues.</p> <p>These mental shortcuts sometimes lead to skewed judgments and reinforced stereotypical thinking that does more harm than good for companies when it comes to recruitment and decision-making.</p> <p>It's essential to be aware of these biases during the hiring process as they can impact the success of your future team.</p> <p>We offer comprehensive virtual training that focuses on positively addressing these and other diversity issues so that you can mitigate risk, increase morale and improve business outcomes.</p> <p>Visit www.isuccessconsulting.com to learn more.</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>
9/1	Promotion	Improving Employee Engagement	<p>Developing a strategic diversity initiative helps to attract and retain better talent, enhance the company's brand image, encourage innovation, and generate higher returns.</p> <p>Here are some of the key areas where we can assist your company:</p> <ul style="list-style-type: none"> ● Measurement and Evaluation of D&I initiatives, ● Assessing current D&I initiatives ● Planning for the three levels associated with D&I (organization, work-group, manager) <p>Let's partner to discover your authenticity, define your vision, and align diversity activations with your business strategy!</p> <p>www.isuccessconsulting.com</p>

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9/2	Inspiration	Generational Diversity in the workplace	<p>What if I told you that your lack of generational diversity means your organization is regressive?</p> <p>An age-diverse workplace can be one of the biggest boons to your business because older workers bring time-tested knowledge and extensive experience to your teams. Older workers also tend to be more reliable and confident employees.</p> <p>Their insights and abilities can often be the difference between a smart decision that benefits your business and a mistake that sets you back.</p> <p>Explore ways to engage, integrate and elevate your older team members within you company! You won't regret it.</p> <p>#leadership #support #DEI #empathy #softskills #TheDEILab #DEI Innovator #DEIChangeAgent #DEIHolisticApproach #DEIResults #dei #diversity #inclusion #equity #diversityandinclusion #diversityequityinclusion #leadership #diversitymatters #allyship #education #inclusionmatters #representationmatters #belonging #antiracism #humanresources #culture #workplace #podcast #bipoc #womeninbusiness #workplaceculture #deitraining</p>