Journey Map

	Introduction	Course Content		Continued Learning
	Why are we here?	*What are we learning?*	*What did we think?*	*Applying and Advancing DEIB*
101	**Introduction to DEIB**: Why are we doing this?	Building **Common Language**: Defining key terms, DEIB principles	Reflections on foundational topics: Feedback on shared understanding	**Practicing Active Listening**: Business Imperative for DEIB and setting personal goals for learning and practice
102	**Understanding systemic bias**: Why systemic issues require awareness and action	Dimensions of Identity: Exploring visible and invisible traits	Reflect on application of bias mitigation strategies	**Action against bias**: Addressing unconscious biases through reflection, case scenarios, and implementing bias awareness into everyday interactions
103	**Inspiring inclusive leadership**: How allyship supports organizational goals	Cultivating Respect for Culture: Appreciation vs. appropriation, fostering inclusive behavior	Team discussions on inclusive practices and feedback for cultural respect initiatives	**Building inclusion strategies**: Applying learnings in real-world situations, improving cultural respect, and planning long-term integration of DEIB principles in the workplace

Baseline Knowledge Checks

Knowledge Assessments

Feedback Survey

Cont'd Learning / Activation