

Diversity Awareness Month 2005



- October is national Diversity Awareness Month
- The third week of October is national Diversity Awareness Week.
- **ARE YOU READY?**

If you want your organization to celebrate Diversity Awareness Month but need some help, here are six resources available from Diversity Trends, LLC. to help you look like you've been planning all year!

Diversity Awareness Celebration Tool Kit:

(2005 Theme) "I Am Inclusion"

The Tool Kit includes quizzes, articles, event suggestions and a planning tool to help you execute a Diversity Month celebration throughout your organization.

Interactive Workshop:

An interactive workshop for All Levels of Staff: I Am Inclusion (Awareness Without Action Equals Zero)

Skill-Building Seminar:

Skill-building seminar for Managers: Respectful Responses (What to Say When People Challenge Your Organization's Commitment to Diversity and Inclusion)

Executive Briefing:

From Why to How (What Senior Leaders Need to Do After They Say Diversity Is Important)

Diversity Council Retreat:

From Diversity Cop to Diversity Champion

Giraffe & Elephant Fable:

The video version is an animated version of the fable that was introduced by Roosevelt Thomas in the book, "Building a House for Diversity."

For More Information

More information about each of these elements is included on the next 2 pages. You can order online at the Diversity Trends Store (or use the handy order form on the last page of this document).

You can also email us if you have questions: staff@diversitytrends.com

“ I Am Inclusion” Diversity Awareness Month Tool Kit



This Action Toolkit includes seven elements to help you plan, and execute a successful Diversity Awareness Month program.

You will receive a CD with master copies of all documents and a limited license to reproduce, for noncommercial use, within your organization.

The toolkit Includes:

- three quizzes that can be used with selected departments or company-

wide,

- six short articles about diversity and inclusion for your internal publications,
- suggestions for a 60-minute diversity awareness program (including an event planning countdown),
- speech outline for Senior Leader or Diversity Council Chair,
- master copy of 20 diversity-related quotations posters that can be printed and posted throughout your organization,

- three suggestions for 'contests' you can use to involve employees or customers, and
- a facilitator outline for lunchtime learning sessions that can be led by members of your Diversity Council.

This toolkit will be available August 1, 2005 but can be pre-ordered at a discounted price.

Cost

Through 6/31/05:	\$ 197
7/1/05 through 7/31/05	\$ 247
After July 31, 2005:	\$ 297

“I Am Inclusion” Workshop (*Awareness Without Action Equals Zero*)

This half-day workshop focuses on behaviors that help create cross-cultural connections with co-workers and customers.

The agenda spends approximately 45 minutes on each of three subjects:

- Cross-Cultural Communication
- Cross-Cultural Conflict Resolution
- Cross-Cultural Collaboration

Awareness

- *Action*

Zero

work environment (and for serving all customers with respect).

Recommended Number of Participants

Minimum: 12 Maximum: 30

Cost

In Texas	\$3,000
Outside of Texas	\$4,000

Fees include travel. Discounted rate available if multiple sessions are scheduled.

For each topic the group participates in a structured activity followed by a facilitated debrief.

The workshop goal is to encourage individual responsibility for creating an inclusive

Respectful Responses (What to Say When People Challenge Your Organization's Commitment to Diversity and Inclusion)

Designed for managers who supervise staff, this seminar not only explains what to do when employees or customers challenge diversity, but also provides practice responding.

Members of Diversity Councils and leaders of Employee Networking Groups will also find this session helpful, since many of them are visible within the organization on diversity-related issues.

This is a half-day workshop. The agenda includes:

- The Respectful Responses Model™
- Practice applying the model to real-world situations
- Easily accessible resources (books, websites)

This session is interactive and heavily focused on application. Participants will be required to practice the Respectful Re-

sponses Model using situations included in the course as well as with situations they suggest from their own experience.

Recommended Number of Participants

Minimum: 12 Maximum: 30

Cost

In Texas	\$3,000
Outside of Texas	\$4,000

Fees include travel. Discounted rate available if multiple sessions are scheduled.

From Why to How (What Senior Leaders Need to Do After They Say Diversity Is Important)

This executive briefing is a presentation for senior leaders that focuses on specific things they must do after they say diversity is important.

The presentation uses a matrix that helps executives see what they need to do to integrate diversity into their efforts to

- inform self
- Involve people
- improve productivity and
- increase profits

Although best presented as a live briefing, this session can also be conducted as a teleseminar, allowing you to involve senior leaders from multiple locations at the same time.

This session is designed to be a 45-minute briefing and does not include practice applying the skills. (It is available as a 3-hour seminar which would include application.)

Cost

In Texas	\$3,000
Outside of Texas	\$4,000
Teleseminar	\$1,000

Fees include travel. Discounted rate available if multiple sessions are scheduled.



This briefing can help your senior executives become champions for diversity!

Diversity Council Retreat: From Diversity Cop to Diversity Champion

If you want to use Diversity Awareness Month to recognize the service of your Diversity Council members and also enhance their skills, this seminar would be a great tool.

This seminar is designed to be delivered in a 5- hour session. This allows you to schedule a full day retreat which includes a regular Council meeting before the seminar and a short recognition ceremony during lunch or at the end of the day.

The session includes:

- how to move from enforcer to encourager,
- ways to coach others on diversity issues
- 15 ways diversity champions sabotage themselves
- Eight activities that can be used after the session for individual practice or to encourage further group discussion

It is 50% interaction and practice.

Recommended Number of Participants

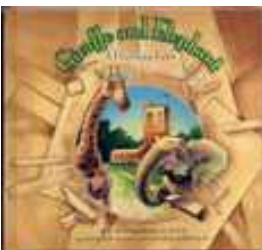
Minimum: 8 Maximum: 30

Cost

In Texas	\$4,500
Outside of Texas	\$5,500

Fees include travel. Discounted rate available if multiple sessions are scheduled.

The Giraffe & Elephant Fable: The Video



The video version is an animated version of the fable that was introduced by Roosevelt Thomas in the book,

"Building a House for Diversity."

In the opening of the book, Dr. Thomas shares a story about a Giraffe who has created an award-winning business & home designed especially for his needs. When the Giraffe invites a highly qualified Elephant to work with him, both the Giraffe and the Elephant quickly realize they must face some challenging diversity issues.

To encourage you to use this video during

Diversity Awareness Month 2005, we will offer a \$100 discount for all videos purchased prior to July 31, 2005.

The video is approximately 6 minutes long and is perfect for meeting openers, ice-breakers and brown-bag discussions throughout the year.

Cost

Through 7/31/05	\$550.00
After 7/31/05	\$650.00

What happens when an elephant comes to work in an environment designed customized for giraffes?

Diversity Trends LLC

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VISION STATEMENT / Diversity Trends, LLC

We are nationally recognized as an excellent resource for services related to diversity in the workplace. Our consulting practice focuses on ways to integrate diversity with strategic planning and daily operations. Through interactive seminars and customized coaching, the consultants affiliated with Diversity Trends, LLC, help individuals develop, and demonstrate, the skills required to be effective in multicultural settings. Audience members have fun and clients consistently tell us we are easy to work with. We do great work and at least 85% of our business comes from repeat engagements or referrals.

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