

## *Diversity Leadership Fellowship*

A program of FOCUS St. Louis®

In a global and regional economy, embracing diversity is an imperative. The Diversity Leadership Fellowship program is committed to the professional development of those who demonstrate leadership potential and a strong drive to positively impact the community in the areas of diversity, inclusion and equity.

### **Purpose and Goals**

The Diversity Leadership Fellowship (DLF) was launched in 2013 to develop a community of leaders who guide their organizations and community in creating a truly inclusive and prosperous community to live, learn, work and play. The program strives:

- To deepen understanding of diversity and inclusion in all its complexity.
- To complete a personal diversity assessment of behaviors
- To provide tools to lead change in communities and organizations
- To build strategies for interrupting racism
- To create allies for this work

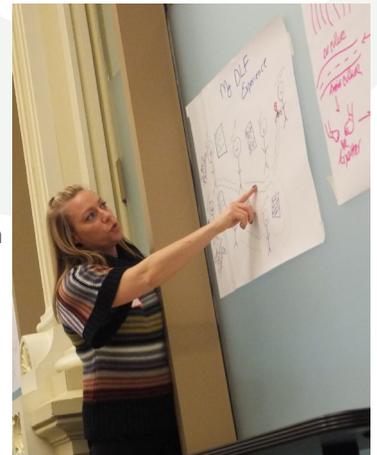
The DLF curriculum addresses the dimensions of diversity, inclusion and equity in a three-tiered approach of theory, application and experience. The program will help participants develop mindful initiatives and enhance ongoing efforts that support their organization and communities.



### **Is DLF Right for You?**

The Diversity Leadership Fellowship program is for all those interested in developing a better understanding of themselves, their decision-making approach and what makes them and their organization “tick” when it comes to diversity and inclusion.

While the program is open to all, it may be of particular interest to human resource personnel, diversity and inclusion practitioners, educators, counselors, organizational development practitioners, coaches and department heads.



Through the program, participants will gain:

- Deeper knowledge of diversity, inclusion and equity
- Awareness of one’s own biases
- Valuable skills needed to serve organizations and communities in areas of diversity
- Empowerment to champion the inherent value of diversity and justice
- Strong relationships with participants of diverse backgrounds

The goal of the program is to have diverse classes; therefore, selection is based in part on race, ethnicity, gender, age and background. Class size is limited to a total of 15 participants.

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**Program Dates 2017**

**Spring 2017**

Thursday, April 20, 8:30 a.m. – 5:00 p.m.

Friday, April 21, 8:30 a.m. – 5:00 p.m.

Saturday, April 22, 8:30 a.m. – 5:00 p.m.

**Program Fee**

The Diversity Leadership Fellowship program fee is \$500 and includes breakfast and lunch each day. We are able to offer this program at minimum cost to our alumni thanks to the generous contributions of FOCUS St. Louis program benefactors.

In a global and regional economy, embracing diversity is an imperative. The United States will become a nation with no clear racial or ethnic majority by the year 2050. — *Corp! Magazine*

**Application Deadline**

The deadline to apply for the Spring 2017 session is Friday, March 17, 2017. There is no application fee. Visit our website at [www.focus-stl.org](http://www.focus-stl.org) to complete the application form or contact Carla Hayes, Diversity Leadership Fellowship Director, at 314-657-4024 or [carlah@focus-stl.org](mailto:carlah@focus-stl.org).

**Program Topics**

**Seminar 1:**

**History and Impact of Race and Place**

In order to move in the direction of dismantling racism, one must first understand the historical context from which it sprung. In this session, participants will explore the history and impact of race, place and racism in the United States, with special attention paid to St. Louis' history.

**Community Immersion**

Participants will enjoy an eye-opening greater St. Louis tour.



**Seminar 2:**

**Diversity, Inclusion and Cultural Competence**

While race is a social construct, we are each shaped by our own experiences as well. Participants will explore the concept of racial identity and psychological connection to their racial label, and will learn about various models for racial identity spanning the African American, Latino, Native American, White, Bi-Racial and Asian experience.

**Best Practices for Designing & Implementing Your Organization's Diversity and Inclusion Strategy**

Participants will be given step-by-step instructions, worksheets and examples to help them analyze and track the impact of diversity initiatives to mobilize an organization or community for strategic culture change.

**Seminar 3:**

**Moving Forward: Courageous Conversations**

Participants will gain tools on how to interrupt racism in their personal lives, workplaces and communities and discuss strategies for taking collection action. By going beyond individual racism to examine systemic and structural racism, participants will gain the tools necessary to influence their organizational or community culture in a lasting and meaningful way.