Inclusive Leadership Training Program

The DSC Inclusive Leadership Training Program brings you the awareness, skills, and practices you need to build a more inclusive work environment at your organization. The program focuses on two areas: mitigating implicit/unconscious bias and minimizing microaggressions in the workplace.

- **Implicit/Unconscious Bias Leadership Training:** Based on leading-edge research in bias mitigation, we know that the most effective anti-bias training incorporates strategies on both the personal and institutional levels. DSC leadership training provides solutions in both. This training asks participants to consider their own biases and the consequences of those biases, and provides strategies for ameliorating bias and stereotypes. It also offers options for mitigating bias in policies and practices within the company to create a more culturally inclusive organizational environment. This might include best practices in hiring, promotion, among others.

- **Minimizing Microaggressions:** Microaggressions are unintentional slights, invalidations, or other offensive behavior that cause exclusion, and worse, a hostile environment, especially for people with marginalized identities. This workshop offers insight into some of the language, nonverbal, and verbal behavior we engage in, or witness, that might have negative unintended consequences. Through interactive skill-building group work, we consider how to effectively challenge microaggressions when they arise and become agents of change as we strive to create more culturally inclusive spaces.

_Dena Samuels, PhD_, serves as a mindfulness-based diversity, equity, and inclusion author, speaker, leadership trainer, and consultant. As an award-winning tenured professor, Dr. Samuels taught at the University of Colorado – Colorado Springs for 20 years while consulting around the U.S. and beyond. She now consults full-time on mindful, inclusive leadership development, and remains on faculty at the university. She has authored several books and many other publications.

Her latest book, “The Mindfulness Effect: an unexpected path to healing, connection, and social justice,” offers 25 mindfulness practices for health/wellness, self-empowerment, culturally inclusive leadership development, social justice and environmental justice. In all of her publications and speaking engagements, she passionately invites people to raise their personal and social awareness to live more fulfilling, connected, and meaningful lives; and assists organizations, campuses, and corporations in building more diverse, equitable, and inclusive cultures. Dr. Samuels’ extensive client list includes over 150 organizations like NASA and Big Brothers Big Sisters; Fortune 50 Corporations like Facebook/WhatsApp and Humana; and campuses around the U.S. such as the U.S. Air Force Academy, the U.S. Coast Guard Academy, and University of Dayton. Her community activism in Denver focuses on facilitating cross-racial dialogue.