

# Empathy in Action

## Managing DEI Conversations in the Workplace

How do you deal with pushback? People who don't get it, people who are frustrated, or misunderstand? Brokering conversations around DEI can be a minefield or can be a gold mine depending on your goals and management of the conversations. Too often, typical responses come from a place of self-righteousness, ego, or a rote response without empathy. The better response is formed through the lens of the person's lived experience, from respect, empathy and understanding. Not to change beliefs, but to change behaviors in the workplace.

### Join us in this workshop to:

- Find your voice to talk about DEI
- Use emotional intelligence to respond to objections, naysayers and individuals who are skeptical about DEI
- Find, communicate, and leverage your personal "why"
- Discover ways of overcoming barriers to engaging teams in DEI conversations and organizational change

Participants will learn to address questions like these:

- *I am colorblind. I don't see race.*
- *I have religious beliefs that prevent me from supporting Gay Pride at work.*
- *I have had to work just as hard as everyone else to get where I am.*
- *Isn't this just reverse racism?*

Through small group conversation, role play and breakouts, workshop attendees will gain skill, confidence, and new avenues to provide safe space for DEI conversations as a means to include all employees in the DEI journey to truly be included and feel a strong sense of belonging.

### Who it's for:

DEI Champions, HR leaders, people leaders.

**Length:** 90 minutes

Let CADIA facilitate the conversations that foster understanding, growth, and change.

## **About CADIA**

*CADIA is a learning and advisory organization focused on diversity equity and inclusion. Its mission is to double the number of diverse leaders in the automotive industry by 2030. CADIA is championing diverse talent, driving systemic change, and supporting leadership commitment. For more information: [info@cadia.org](mailto:info@cadia.org)*