



# Get in touch with us.

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# Getting Started with DEI

Are you just starting your journey with Diveristy, Equity and Inclusion? It can be tough to know where to begin - we get it - but that's why we're here.

We believe successful diversity work begins with a foundational understanding of emotions and how they shape our DEI journey. We recommend you begin with "Bring Your Emotions to Work".

From there we'll help get your team on the same page with our "Why Bother with DEI?" session, addressing team member's concerns that may arise as we begin DEI conversations.

We'll then work through our core curriculum in the Tension of Diversity workshop and practice key skills during our Navigating Cross-Cultural Conflict session.

To address particular issues that may arise through the training series, we recommend scheduling DEI listening sessions, facilitated by our therapist-trainers, to allow space for employees' concerns to be heard, validated and addressed.

## PRE-SESSION

### Bring Your Emotions to Work

Emotional regulation basics. Large format workshop for all employees.

## STEP 2

### The Tension of Diversity

Reflective 3-hour webinar to address the barriers that keep us stuck. Alternate: 2-Day Diversity Intensive.

## STEP 4

### DEI Listening Sessions

Facilitated space for team members with concerns to feel heard.

## STEP 1

### Why Bother with DEI?

Learn why DEI work is essential for the success of our organizations.

## STEP 3

### Navigating Cross-Cultural Conflict

Learn to emotionally prepare for conflict before it occurs.

## NEXT STEPS

### Equipping Relational Leadership

Learn social and relational skills that will strengthen your leadership.

# Hitting roadblocks on your DEI journey?

Sometimes, even our best laid DEI plans can fall flat. Maybe you've been on a DEI journey with your team but you're hitting roadblocks. You're not alone! This is a totally normal step in the process.

Our "Burnout & Imposter Syndrome" pre-session will help your team identify key factors contributing to the stress they're feeling. The tension we experience in the midst of DEI work is often intensified by other non-related stressors.

We will then walk through our core DEI curriculum in the "Tension of Diversity" live webinar. When we hit tension it's helpful to back up and get everyone on the same page.

After that your team will experience our in-depth "Microaggressions Workshop" and "Microaggressions Story Share" to learn and practice intervention skills that will help everyone better address the conflict they're experiencing.

We will also offer facilitated DEI listening sessions and leadership level coaching to address particular conflicts or concerns as they arise.

## PRE-SESSION

### **Burnout & Imposter Syndrome**

We'll address the underlying stress that's contributing to your DEI challenges.

## STEP 1

### **Tension of Diversity**

Get your team on the same page as we explore the barriers that keep us stuck. 3-hour reflective webinar.

## STEP 2

### **Microaggressions Workshop**

Learn to address workplace microaggressions that arise from unconscious bias.

## STEP 3

### **Microaggressions Story Share**

4-week series to practice listening & sharing experiences with microaggressions.

## STEP 4

### **DEI Listening Sessions**

Facilitated space for team members with concerns to feel heard.

## STEP 5

### **Leadership Level DEI Coaching**

In-depth consultation to address particular DEI issues in your organization.

## NEXT STEPS

### **Stress Management Series**

Learn how stress impacts our minds, our bodies, our relationships and our work.

## NEXT STEPS

### **Identity Journey Workshop**

Explore psychological models of how our identities develop over time.

# Build on your existing DEI foundation.

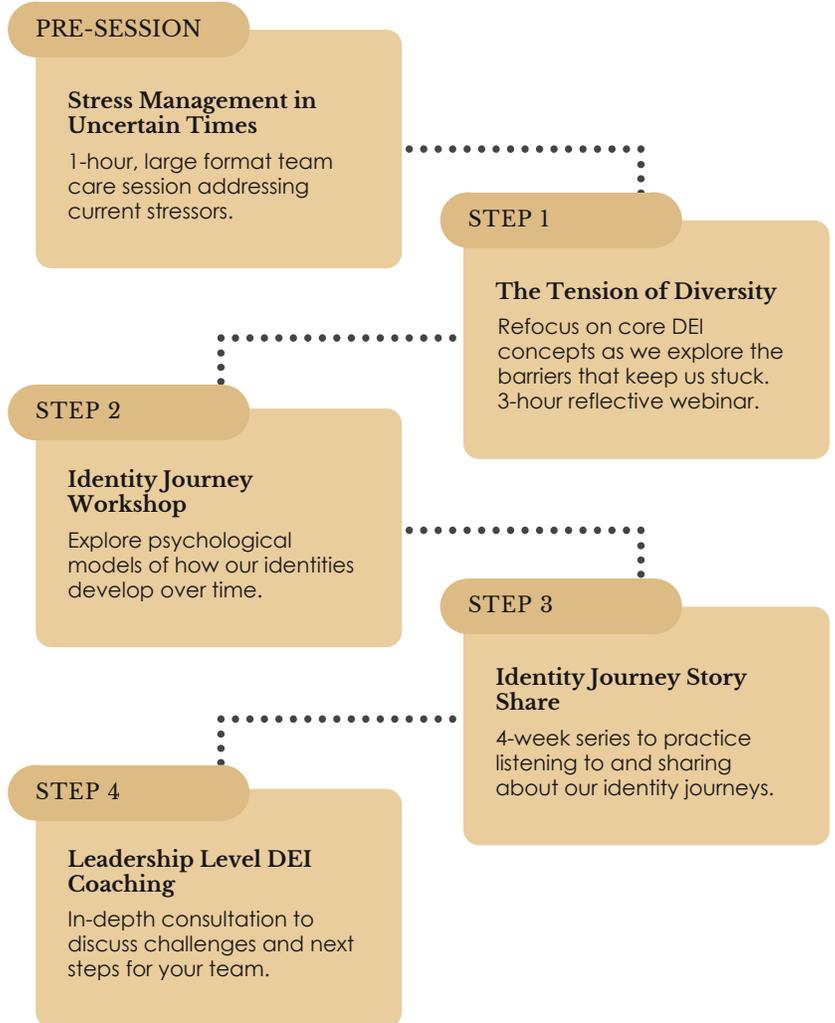
For teams that are farther along on the DEI journey, we'd love to come alongside the work you're already doing and maximize the impact of your efforts.

A major part of sustaining DEI work for the long haul is learning to deal with stressful, destabilizing events as they occur. Our pre-session "Stress Management in Uncertain Times" will help your team discuss particular stressful events - either within your organization or broader societal events - and address the stress you're experiencing.

We'll then help your team refocus on core DEI concepts through the lens of relationships and emotion in our "Tension of Diversity" live webinar.

After that, we'll do a deep dive into our "Identity Journeys Workshop" and "Identity Journey Story Share".

Understanding identity journeys is our most advanced topic, requiring higher levels of introspection and mutual learning. This deeper journey will help your team members develop the internal strength required to engage in DEI work for a lifetime.



## NEXT STEPS

### **Stress Management Series**

Learn how stress impacts our minds, our bodies, our relationships and our work.

# Complete DEI Journey

Would you like to experience our full DEI series? We offer a broad range of DEI workshops that teach essential skills for the ongoing relational work required to build inclusive and equitable organizations.

To establish shared understanding of the importance of emotions in the DEI journey, we'll begin with "Bring Your Emotions to Work".

Our "Why Bother with DEI?" seminar will help address employees' concerns that may arise as we begin DEI conversations.

We'll then work through our core DEI curriculum in the "Tension of Diversity" training. This can be done as a 3-hour webinar or as a 1-2 day in-person intensive for deeper learning.

We'll work through each of our DEI skills workshops in steps 3-5, and then offer DEI listening sessions for employees' concerns to be heard and validated. We will also offer leadership level DEI coaching to address particular issues and help you with action planning.

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### Bring Your Emotions to Work

Emotional regulation basics. Large format workshop for all employees.

## STEP 1

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## STEP 2

### The Tension of Diversity

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## STEP 3

### Navigating Cross-Cultural Conflict

Learn to emotionally prepare for conflict before it occurs.

## STEP 4

### Microaggressions Workshop

Learn to address workplace microaggressions that arise from unconscious bias.

## STEP 5

### Identity Journey Workshop

Explore psychological models of how our identities develop over time.

## STEP 6

### DEI Listening Sessions

Facilitated space for team members with concerns to feel heard.

## STEP 7

### Leadership Level DEI Coaching

In-depth consultation to address particular DEI issues in your organization.

## NEXT STEPS

### Stress Management Series

Learn how stress impacts our minds, our bodies, our relationships and our work.

# Stress Management Training Package

Learning how to manage stress requires practice. Our professional therapists will use methods derived from clinical, developmental and behavioral psychology to help participants examine the sources of stress in their lives while practicing skills to effectively deal with stress when it comes.

Before starting on our multi-week stress management series journey, we first have to address some of the more intense symptoms of stress that our teams are dealing with. Our pre-session "Stress Management in Uncertain Times" will help your team discuss current stressful events, within your organization or in society, and examine their emotional impact.

In steps 1-3 we'll move through our Stress Management Series, Advanced Stress Management Series, and Emotional Core Strength Series. Every series will be 4-weeks, each building on the skills learned in the previous series.

This robust learning experience will enhance your team's stress tolerance and overall wellness for years to come.

## PRE-SESSION

### Stress Management in Uncertain Times

1-hour, large format team care session addressing current stressors.

## STEP 2

### Advance Stress Management Series

Learn strategies to tolerate increased stressors and re-center amidst chaos.

## STEP 1

### Stress Management Series

Learn how stress impacts our minds, our bodies, our relationships and our work.  
\*Intensive Sessions Available

## STEP 3

### Emotional Core Strength Series

Learn to maintain your balance as you navigate through your varied roles.

## NEXT STEPS

### Equipping Relational Leadership

Learn social and relational skills that will strengthen your leadership.

