

March 9, 2017

Best in Class Implicit Bias & Diversity & Inclusion Training

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March 8, 2017

President Manu,

I am pleased that my firm is being extended the opportunity to strategically partner with CSEA again. As a firm our body of work has empowered us to train and consult in collaboration with a plethora of organizations primarily ranging from unions, non profit entities, government agencies, and universities. As you are aware my partner and I have had the good fortune of serving on the faculty at NYU and Cornell ILR for over two decades. In addition I recently provided two lectures at Harvard University.

As requested I have enclosed a matrix which delineates a two evening session training process for your board leaders and other stakeholders.

I look forward to a compelling and sustainable collaboration!

Collegially,

Arthur T. Matthews, J.D
Chief Operating Officer
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**Implicit Bias and Diversity & Inclusion Awareness: Achieving & Sustaining
Best Practices for Union Leaders**

TOPIC	OBJECTIVES	METHOD	TIME
Are You Really Culturally Competent?	<ul style="list-style-type: none"> Broaden participants understanding of culture, diversity and inclusion 	Lecture, Flip Chart and Multimedia	6:00 – 6:30
Do you really understand Diversity & Inclusion?	<ul style="list-style-type: none"> Provide tools around embracing reputational capital 	Brief Lecture (Power Point)	6:30 – 6:45
Organizational Spotlight: The EEOC	<ul style="list-style-type: none"> Present cases having an impact internally and externally 	Lecture and Discussion	6:45– 7:15
Generational Diversity- Understanding the Narrative	<ul style="list-style-type: none"> Identify cutting edge skills for best practices 	Lecture (Power Point)	7:15–7:30
	BREAK		7:30–7:45
Communication through Listening	<ul style="list-style-type: none"> Increase Communication Mastery and Skills 	Lecture (Power Point)	7:45- 8:45
Leveraging the Dimensions of Diversity & Inclusion	<ul style="list-style-type: none"> Absorb the vast D & I portfolio 	Flip Chart and Lecture	8:45–9:30
Embracing Special Needs in Diversity & Inclusion	<ul style="list-style-type: none"> Foster continued awareness around disability, literacy et al 	Lecture (Power Point)	6:00 – 6:30
Microinequities and Implicit Bias: What are they and Why Does it Matter?	<ul style="list-style-type: none"> Engage in understanding of two concepts finally receiving the attention they deserve 	Lecture	6:30 – 7:30
	BREAK		7:30 – 7:45
Small Group Work	<ul style="list-style-type: none"> Present customized “Case Studies” for critical thinking and situation solving 	Group Interactive	7:45 – 8:45
Collective SWOT Analysis and final deliverables	<ul style="list-style-type: none"> Group Empowerment 	Lecture (Power Point)	8:45 – 9:30

Scope of the Process for Leaders of CSEA

