

WEBINARS: DIVERSITY & INCLUSION

Exchange thoughts, ask questions
and receive perspectives - **Online**



Interweave's **WEBINAR ADVANTAGE**

1. Relevant conversations that can make work effective and Inclusive

2. Industry experts, domain experts and business leaders come together to share perspectives

3. Slice of life scenarios, case studies and anecdotal evidence will be shared and discussed

4. Interactive webinars with Polls, chats and reflective activities that make the learning exciting and energising

5. Varied range of subjects and themes that you can choose from with the advantage of customisation

6. Webinars currently customised to COVID realities while talking about Diversity and Inclusion

DIVERSITY FOCUS WEBINARS

1

OPPORTUNITIES & CHALLENGES AT WORK

An interactive webinar to equip organisations to build and sustain a diverse and inclusive workplace

- Addressing the business case for Inclusion, workplace bias to move towards Inclusive action

2

MAKING WAY FOR ALL – LGBT INCLUSION AT WORKPLACE

Explore and understand the LGBT+ community to ensure a safe and inclusive work environment

- Understanding the legal framework, business concerns and being an ALLY.

3

AGE NO BAR – GENERATIONAL DIVERSITY AT WORK

To create an awareness about the value of Generational Diversity at the work place, and to develop a sensitivity in responding to issues arising from it

- Generational stereotypes, strategies for collaboration by leveraging strengths

4

LEADERSHIP DIALOGUE – INTERACTION WITH THE SENIOR LEADERSHIP TEAM

An interactive session presenting the business case, current perspectives and best practices to the Senior Leadership team

- Understanding the landscape, building appreciation for diversity and the role of leaders in creating change

5

5. INCLUSIVE HIRINGS SENSITISATION FOR HIRING MANAGERS

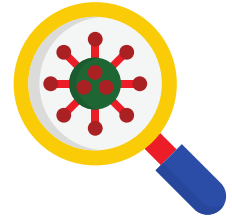
Sensitise hiring managers on how personal biases can impact selection outcomes

- Ensuring fairness & balance in hiring
- Understanding Bias and how it plays out
- Handling tricky situations

Duration: 90 minutes - 2.5 hours
Includes Panel conversations, Polls and Interaction



COVID 19 FOCUS WEBINARS



1

WORK FROM HOME INCLUSION TOOLKIT

A webinar + workshop to remind people about Inclusion even under changed circumstances. Managing and handling remote working/WFH as we try and contain the spread of Covid 19. The webinar is a way for employees to understand some simple do's and don't's while managing teams of different

- **Work Essentials**
 - What are some of the basic requirements that will help employees deliver what is expected of them
- **Work Effectiveness**
 - What does one need to work and contribute productively and what does it take to sustain that?
- **Communication**
 - How can we run Inclusive meetings and make sure people are feeling involved without micro managing their everyday
- **Participation Challenges**
 - Understanding that everyone's circumstance can be different
- **Inclusive Behaviours**
 - Actions for managers and team leaders as well as for employees
- **Team Bonding**
 - Finding time to lighten up the day



2

THE FUTURE OF WORK - WEBINAR

While businesses are struggling to balance their business continuity and performance plans, it is also equally an opportunity to rethink and reinvent themselves for a better future.

Managing a workforce that has been abruptly forced to work in isolation is not something that most organisations were ready for. Join us as we discuss work in times of COVID-19 with a diverse panel of experts as we reflect on important questions like:

- What does it take to manage effectively and inclusively, in the current context?
- How can companies be proactive to manage insecurities and set realistic expectations?
- Is our technology ready and prepped to deal with the sudden surge in demand for bandwidth?
- How do we handle the roles of employees whose work cannot be done remotely.
- What if this lock-down is further extended? What are likely implications from a legal and mental health angle
- What are the obligations of the employees and their employers during these times?

Duration: 60 - 90 minutes

PREVENTION OF SEXUAL HARASSMENT

'NO EXCUSES' WEBINAR FOR ALL EMPLOYEES

1

- Create awareness around the subject
- Comprehensively discuss the nuances around harassment at work
- Help employees understand their roles and responsibilities in this area



'NO EXCUSES' WEBINAR FOR MANAGERS

2

- Create awareness about the subject
- Comprehensively discuss the nuances around harassment at work
- Liabilities managers may carry
- Appropriate response to handle complaints



'NO EXCUSES' WEBINAR FOR COMPLAINTS COMMITTEE MEMBERS

3

- Create awareness around the subject
- Comprehensively discuss the nuances around harassment at work
- Liabilities leaders and managers may carry
- Appropriate response to handle complaints
- Approaches to prevention, best practices and industry case studies
- Equip the ICC members to understand their roles and responsibilities, as well as the intricacies of investigation procedure
- Appropriate response to handle complaints



Duration: 90 minutes - 3 hours

CONSULTING WEBINARS

ARTICULATING THE BUSINESS CASE FOR D&I

1

- What and Why of a D&I Business case
- Complexities & nuances
- Building the D&I Business case in an organisation:
 - Components of a D&I Business case
 - Linkage to business performance
 - On-boarding the leadership; creating buy-in



ADDRESSING PAY PARITY ISSUES

2

- Defining Pay Parity and Pay Gap
- How real is the Pay Parity issue? Is it only about Gender?
- India context – legal, social, organisational
- Identifying pay parity issues within the organisation:
 - What data to consider and the lens to apply for analysis
 - Making inferences and some strategies to bridge the gaps, and the unique challenges involved



FLEXIBLE MINDSETS FOR FLEXIBLE WORK OPTIONS

3

- The range of FWO in Corporate India
- Invisible barriers to true Flexibility
- Reviewing FWO for access and utilisation
- Promoting Flexibility in the true spirit across all demographic groups



D&I METRIC / MEASURING FOR PROGRESS

4

- Why is this important for Organisations to track and measure the impact of diversity and inclusion initiatives?
- What are some of the unique challenges?
- Diversity Vs Inclusion Metrics. Tracking Macro Vs Micro impact
- Defining meaningful D&I Metrics



Duration: 90 minutes - 3 hours

WOMEN'S LEADERSHIP

Inspired by Interweave's signature Leadership Development programme: Flying Lessons

CLEARING THE RUNWAY: SELF AWARENESS

1

- Great performance is an amalgamation of competence, focus, ability to overcome self limiting beliefs and developing an internal locus of control. Clearing the runway enables Women Leaders to plan their careers proactively by expanding boundaries.
 - Planning your career consciously
 - Identifying concrete goals and setting targets for yourself
 - Understanding your inherent strengths and barriers to performance



TAKING OFF: PERSONAL BRANDING

2

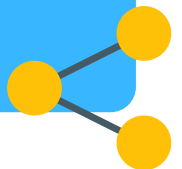
- One's personal brand is their invaluable asset. This webinar offers the opportunity to reflect and articulate one's personal brand, become intentional about how they want to show up and find the confidence to start putting themselves out there more effectively.
 - Understanding one's self image, perceptions and how they are viewed by their peers
 - Identifying the image that they want to present without compromising authenticity
 - Building a consistent image for oneself and walking the talk with personal branding



CRUISING: NETWORKING

3

- What is networking and what are the networks one needs as the journey towards leadership? How can we build networking as a critical business skill? How can Women be strategic about creating a network that vouches for them?
 - Identifying the network needed to progress in one's leadership journey.
 - Building connections along the way and leveraging them when needed



Duration: 90 minutes - 2.5 hours

Includes Worksheets and Reflective journals along with the Webinar

ART BASED WEBINARS

A-Z OF HARASSMENT

1

- 26 story cards are used to explain the simple concepts around harassment and its various manifestations
- Polls and interaction is used in this webinar to explain key concepts around prevention of Sexual Harassment
- The law is talked about along with do's and don'ts in an organisation context
- Harassment in the Work from home era



UNBOX YOUR UNCONSCIOUS BIAS

2

- Using Audio material and poetry, this webinar will question some of our biases and perceptions about gender, ethnicity and generation
- The webinar will push participants to think about aspects from their lives where they would like to be allies.
- The webinar creates a space for reflection as participants will take questions and process them individually



DIVERSITY DILEMMAS - MICRO FILMS

3

Micro films are used as a trigger to inspire conversations around various Inclusion dilemmas that confront organisations. Themes of Diversity, LGBTQ+, Disability, Gender and Generational dilemmas come alive through the lens of personal anecdotes by various people that one can encounter in the workplace. After every film, a poll is taken from the audience to discover the way the group is thinking. This is followed by a debrief by a domain expert and practical ways to approach Inclusion dilemmas are discussed.



Duration: 60 minutes - 90 minutes

Includes audio recordings, thematic original videos, podcasts and activity sheets



- Get in touch with us today if you would like to schedule a webinar for your employees.
- The webinars listed here can be customised for the organisation's requirements
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