

# Valuing Diversity

## Our History

For over 80 year, The National Conference for Community and Justice of Metropolitan St. Louis (NCCJSTL) has promoted understanding and respect among all races, religions, and cultures through its advocacy and educational programs that embrace diversity, self-awareness, and community-wide change.

Operating continuously since 1930, the organization was originally a regional office of the National Conference for Christians and Jews, incorporating as National Conference for Community and Justice of Metropolitan St. Louis in 2005.

## Our Vision

A better community for all of us, not just for some of us.

## Our Mission

To promote the inclusion of all people.

## Our Work

To transform communities — through institutional change — by empowering leaders, so that all people will have access to our nation's opportunities and be included in its promise.



**NATIONAL CONFERENCE FOR COMMUNITY  
AND JUSTICE OF METROPOLITAN ST. LOUIS**

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**NATIONAL CONFERENCE FOR COMMUNITY  
AND JUSTICE OF METROPOLITAN ST. LOUIS**



**BUILDING  
INCLUSIVE  
COMPANIES**

**BIC WORKSHOPS**

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## Building Inclusive Companies Workshops

The Building Inclusive Companies (BIC) workshop series is a customizable set of modules to address the specific needs of an organization. Workshops can range from four hours to as many as twelve hours broken up over several sessions.

Workshop modules include:

1. **Why Diversity Matters**—This is a required module that sets the stage for all of the other modules in the series. Participants will be introduced to the values and basic assumptions that influence this approach to diversity and inclusion and the specific modules that make up the Building Inclusive Companies workshop series. Participants will also spend time exploring how they can create a safe space for all participants to actively participate. Finally, this module will help participants understand why Diversity and Inclusion is important in their day to day work experience.

2. **Identifying Barriers to Inclusion**—This module gives participants a framework for understanding how privilege and oppression impact the people within society and within a given organization before specific action is taken to help ensure that everyone is treated fairly. This segment will help participants understand why it is important for organizations to provide training and develop policies and procedures to help ensure fair treatment for all.

Workshop modules (continued):

3. **Hidden Influence**—This module explores the hidden messages that we have been bombarded with since birth that impact how we view and interact with others on an unconscious level. Participants are empowered to take control of how these messages influence them in the future, which helps to increase a sense of inclusion within a company and reduces the likelihood of unconscious bias negatively impacting the bottom line.

4. **Micro-aggressions**—This module helps participants recognize the patterns of predictable behavior that individuals engage in that cause offense to others. These behaviors are often seen as benign to the person committing the act but are seen as insensitive, insulting assaults on the recipient of the action. This module will help participants recognize these actions for what they are and help the person committing the acts adjust their behavior and help those on the receiving end respond productive ways.

## Customization

**Content**—NCCJSTL personnel will work with company leadership to identify industry specific data and trends to help workshop participants understand the importance of the subject matter and how it will positively impact their daily work.

**Modules**—Organizations are encouraged to cover all 4 modules but may choose to pair module 1 with any combination of other modules to best suit its specific needs.

**Implementation**—NCCJSTL offers workshops in 4 hour increments ranging from one half-day session through two full-day sessions.

NCCJSTL personnel will help organizations make decision about how to customize the BIC workshops to meet its specific and unique needs.

To set up a free consultation, please call  
David Martineau at

**314-432-2525 ext. 100**

Opening Minds

Building Community

Igniting Change