

PRE-SUMMIT WORKSHOP

From Significant Differences to Transforming Exchanges - A lab on Diversity & Inclusion

When we look around us, nature seems to thrive on diversity. But our experiencing of life in our organizations, communities and cultures is often different. In order to be accepted, we seem to be fragmenting others and ourselves. We seem to shrink our awareness of who we are in order to play the roles. Any difference we see with suspicion, anything strange is to be distrusted. Minority view is often not listened to, and what is uncomfortable is pushed under the carpet. Manufactured appreciation of diversity does not seem to go very deep. Excluding seems to flow easier than including.

This lab is an exploration, and we invite you to co-create with us, a simultaneous and collective awareness of diversity in its different manifestations.

Some questions that may be explored in the lab:

- What is the meaning of inclusion and diversity?
- What are our fears and doubts? How aware are we about our own style of discrimination?
- Are we investing our energy to appreciate the diversity or to worship the uniformity?
- What kind of leaders do we become when we do not encourage diversity and differences?

How will it benefit:

Lab members will be able to experientially learn how to develop the culture that nurtures diversity and inclusion, especially relevant in today's globally interconnected world?

Create self-awareness about how each of us fragments or disowns certain aspects of self?

A space for confronting biases and stereotypes?

Being able to create an open environment, which listens passionately to the essence of people?

Appreciating gender differences, sexual identity, value alignments, learning patterns and relating preferences

For Whom:

We invite participation from individuals who have the challenge of synergizing differences for transformation, be it HR managers, leaders, community developers & activists, educationists or individuals

Facilitators:

Sushma Sharma & Vikram Bhatt

Sushma Sharma is a leading coach and an OD practitioner with over twenty-five years of experience. She believes that it is critical in today's globally connected interdependent world that diversity is understood, respected and harnessed by organizations and communities for effective and meaningful existence. Her current work on diversity along with Vikram Bhatt involves working with both corporate sector and the NGO community.

She is currently Dean, Professional Development, ISABS and has held various roles in the past including that of president. Sushma is also a professional member of NTL, US.

Vikram Bhatt is a professional member of ISABS and an OD consultant. He is actively involved in the design and facilitation of various diversity focused interventions.

Fee: Rs. 9000/- (Only for the workshop)