



# LEARNING AND DEVELOPMENT

for

# DIVERSITY, EQUITY & INCLUSION

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# UNCONCIOUS BIAS



## Workshop overview

To have bias is to be human. So why then does unconscious bias training get such a bad rap? It's because some people think it's a magic bullet to fix people (and it's not). BUT we need to understand how unconscious bias works within an overall plan to make progress in Diversity, Equity and Inclusion work.

This interactive workshop is a great start to get us thinking about how our brains work, and the things we can each do to help make our organisations more inclusive. It covers:

- Diversity, inclusion and bias**  
Why we talk about unconscious bias when trying to improve Diversity, Equity and Inclusion in organisations
- Bias and our brain**  
Understanding how our brain works and unconscious bias
- Bias traps**  
Understanding types of bias, stereotypes and assumptions and the traps humans commonly fall into
- How can we mitigate biases?**  
Ways to understand our biases and what can we do to lessen their impact

## Workshop learning outcomes

### Participants will:

- Build a foundational level of understanding of how unconscious bias can impact decision making and the ability to create inclusive cultures
- Build knowledge of the human brain and behaviour that helps and hinders us
- Learn the common types of bias we see in organisations and the impact of these
- Learn practical ways to mitigate bias

**Who is this for?** Individuals and people managers who want to understand their own behaviour and contribute to creating inclusion in their community or organisation.

**Delivery mode:** For organisations, online via Zoom or Teams. Get in touch for in-person options

**Duration:** 90 minutes

**Number of participants:** 10-30 people

**Investment:** \$2,197



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# MICRO AGGRESSIONS



## Workshop overview

Microaggressions are a common way bias shows up in our communities, and in our workplaces. What are seemingly harmless comments, actions, or environmental slights convey negative or hostile messages towards marginalized groups

They are often unintentional, and seemingly small, however microaggressions can have a cumulative negative impact on individuals, and organisations.

This interactive workshop covers:

- **Understanding microaggressions**  
including the different types and why they are so harmful
- **Myth busting**  
Understanding and busting the myths about microaggressions
- **Counteracting microaggressions**  
Developing strategies that work to respond to and interrupt microaggressions
- **Contributing to an inclusive culture**  
How interrupting microaggressions creates equitable environments for all

## Workshop learning outcomes

### Participants will have an:

- Increased awareness of microaggressions and their impact.
- Enhanced ability to identify and address microaggressions respectfully.
- Improved skills for fostering an inclusive culture and equitable culture.

**Who is this for?** Individuals and people managers who want to understand another aspect of bias, and contribute to creating inclusion in their community or organisation.

**Delivery mode:** Online via Zoom or Teams. Get in touch for in-person options

**Duration:** 60 minutes

**Number of participants:** 10-30 people

**Investment:** \$1,749



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# PSYCHOLOGICAL SAFETY



## Workshop overview

Have you ever held back a great idea for fear of judgment? Felt unable to ask a question? Or worried about making a mistake and facing consequences?

You're not alone. Many workplaces lack psychological safety, an environment where everyone feels comfortable speaking up, taking risks, and learning from mistakes.

This interactive workshop is designed to provide a foundational understanding of the power of psychological safety – for yourself, your team, and your organization.

It covers:

- **Understanding the business case** about why creating psychological safety is important
- **Defining psychological safety** and understanding what's happening in your team
- **Psychological safety + accountability for business results**
- **Building psychological safety**  
Practical ways to create in your team

## Workshop learning outcomes

### Participants will:

- Be challenged to think about what's happening in their team and the teams they work with
- Be able to describe psychological safety and understand why it's important to have psychological safety in your teams, and how this connects to business results
- Learn about how leaders and teams can create psychological safety and accountability

**Who is this for?** Teams and people managers who want to build psychological safety and contribute to creating inclusion in their community or organisation.

**Delivery mode:** Online via Zoom or Teams. Get in touch for in-person options

**Duration:** 60 minutes

**Number of participants:** 10-30 people

**Investment:** \$1,749



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# BEING UNIQUE & BELONGING



## Workshop overview

How can we balance both uniqueness and belonging in organisations?

How can we show up as our unique selves, and also feel like we belong at work?

In this workshop we unpack our need for belonging and connection as humans, and balancing showing up as our “whole self”.

We discuss the interplay between belonging and uniqueness and the challenges and opportunities they present in our lives.

We cover:

- **Belonging and our brains**  
and the business benefits of creating belonging
- **Balancing belonging and uniqueness**  
including our unique identities
- **Building acceptance**  
of ourselves and of others
- **What gets in the way of acceptance?**  
Practical ways to create acceptance in your organisation

## Workshop learning outcomes

### Participants will be able to:

- Explain the concepts of belonging and uniqueness and their relationship.
- Analyze the factors that influence our sense of belonging and uniqueness.
- Develop strategies for fostering belonging and celebrating uniqueness in yourself and others.
- Apply your learnings to real-world situations and contribute to building more inclusive communities and organisations.

**Who is this for?** Teams and people managers who want to build inclusion and belonging in their communities and organisations, and want to understand what gets in the way of this.

**Delivery mode:** Online via Zoom or Teams. Get in touch for in-person options

**Duration:** 60 minutes

**Number of participants:** 10-30 people

**Investment:** \$1,749



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# INCLUSIVE LEADERSHIP



## Workshop overview

Inclusive leaders create environments where everyone feels valued and respected, regardless of their differences, which is good for business.

They:

- Attract and retain top talent
- improve morale and productivity
- Help organizations become more socially responsible, promoting diversity, equity, and inclusion not only within the organization but also in the wider community.

Our Inclusive leader workshop covers:



### Why inclusive leadership is important

and the links to your business strategy



### The inclusive leader continuum

and where you sit on it



### Inclusive leadership behaviours

that build understanding and learning



### Demonstrating inclusive leadership behaviours

Practical actions leaders can take to build inclusive cultures

## Workshop learning outcomes

### Participants will:

- Understand the business case for Inclusive Leadership
- Develop self-awareness and understand their own growth journey with inclusive leadership
- Have practical skills to create environments where diverse perspectives are valued, heard, and respected.
- Implement practices that build trust, collaboration, and belonging within the team.

**Who is this for?** Leaders of Teams who want to build diverse teams and contribute to creating inclusion in their community or organisation.

**Delivery mode:** Online via Zoom or Teams. Get in touch for in-person options

**Duration:** 120 minutes

**Number of participants:** 10-30 people

**Investment:** \$3,900



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# **INCLUSIVE LEADERSHIP PROGRAM**

for

# **EXECUTIVE AND LEADERSHIP TEAMS**

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# INCLUSIVE LEADERSHIP for EXECUTIVE AND LEADERSHIP TEAMS

Inclusive leadership is no longer a buzzword; it's an essential quality required in leaders in today's diverse and challenging business landscape. Leaders who foster inclusion create environments create a range of benefits for both individuals and organizations.

Inclusive organisations outperform non-inclusive ones in terms of creativity, innovation, and problem-solving because diverse perspectives flourish that challenge the status quo and deliver more comprehensive solutions, creating competitive advantage.

For individuals, an inclusive culture provides a space where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

Building an inclusive culture requires many things to come together. One of the most important things is having a strong team of senior leaders driving change, demonstrating urgency for the change, and setting and modelling clear expectations for inclusive behaviour.

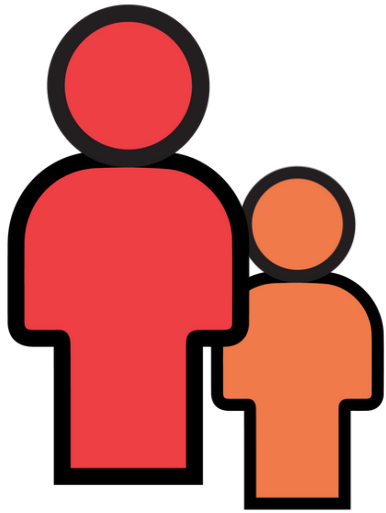
## Building an inclusive culture

**The Culture Ministry's Inclusive leadership program is designed for Executive and Leadership Teams creating an environment of learning over 8-10 months.**

It includes the essential ingredients for driving inclusion and belonging in your organisation, tailored to the needs of the leadership team.







## Our program builds:

- A shared understanding of up-to-date research and content around inclusive leadership.
- A common language for the executive and leadership teams to use across the organisation.
- Successful learning through practical application, review and discussion on inclusive leadership behaviours.
- Shared experience of learning together to strengthen the bonds between team members to reach new heights of performance.
- A safe learning environment for senior leaders to experiment and be vulnerable.

## Our program covers:

- The business requirement for inclusive leadership
- Inclusive leadership behaviours and how to develop
- Understanding headwinds and tailwinds to make bias conscious
- Developing psychological safety in your organisation
- Building respect and belonging
- Understanding and developing cultural intelligence
- Practical things that work – including sponsorship and reverse mentoring
- Nudging for sustained change

We use leading methods and tools shown to effectively support leaders enhance their inclusive leadership practice.

Throughout the program we may use the following:

- 360 degree survey with individual and team debriefs
- Individual and group coaching
- Customised workshops and knowledge sessions on key topics
- Practical actions to try and test
- Social and team learning
- Measurement of impact and behaviour change
- Leveraging the leadership teams diverse experiences, knowledge, and skills

**Get in contact to learn more - [lisa.mulligan@thecultureministry.com](mailto:lisa.mulligan@thecultureministry.com) or +64 274 222**

# the CULTURE MINISTRY

The Culture Ministry exists to create inclusive, accessible environments so that people and businesses can thrive.

Combining a big picture, balanced approach with real-world experience, we help organisations understand their diversity and inclusion shortcomings – and identify practical, measurable actions to move them forward.

## Get in contact to learn more

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[Lisa Mulligan](#)

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## Lisa Mulligan



Lisa is the founder and CEO of The Culture Ministry a pragmatic and experienced D&I consultancy.

Lisa brings over 20 year's experience in human resources, organisational change and development, and diversity & inclusion, in global multinational businesses covering retail, distribution, insurance, FMCG, logistics, manufacturing and engineering consulting, with over 12 years focusing on Asia.

She has undergraduate qualifications in Applied Science and Business, and a Masters in Organisational Coaching from Sydney University.

She is the host of the popular podcast [A Dog Called Diversity](#).