

Academy for Diversity & Innovation presents



Summer
Academy 2021

From July 5th to 23rd

Academy for Diversity & Innovation presents: Summer Academy 2021



Summer Academy 2021

English

Inclusion in the Virtual Space or Hybrid Environments - Barbara Covarrubias Venegas

Overcoming (un)Conscious Bias - Betina Szkudlarek

Racism Today: Its Emergence, Causes and Consequences - Livingstone Thompson

Why Mentoring Matters: Building Mentoring Into Your DEI Strategy - Tamara Thorpe

Psychological Safety For High Performing Diverse Teams - Claudia Issa

Why and How to Measure Cognitive Diversity in High-Performing Teams - Csaba Toth

How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB - Zahid Mubarik + Lynda White

The I-Word, Where Inclusion Gets Personal - Shiva Roofeh

Spanish

Train the Intercultural Trainer - en español - Anna Zelno + Antonio Liu Yang + Nancy Bravo

Masterclass para Antirracistas - Paloma Chen, Alejandra Ntutumu, Sani Ladan y Antonio Liu Yang

Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión) - Anna Zelno, Antonio Liu Yang, Claudia Issa, Diana Bohórquez, Francisco Gallego, Lina Nadar, Patricia Madrona





Dr. Bárbara Covarrubias Venegas

Inclusion in the Virtual Space or Hybrid Environments

July 5th from 14h to 17h CET

Inclusion in the Virtual Space or Hybrid Environments

Course Content:

This Masterclass is about how to design and facilitate inclusive virtual and hybrid experiences. Organisations all around the globe continue to transition their teams, learning and event operations to the virtual space or a hybrid context, but often we do not consider inclusion as an element in our virtual activities. But as I like to say, this is of utmost importance because “without inclusion, no real impact in the virtual space” and this is my MASTERCLASS concept which I call #IMPLUSION = IMPACT + INCLUSION. We will focus on simple tips to ensure that the virtual experiences (meetings, workshops, events..) you design and deliver take into account diversity and encourage inclusion: in virtual and/or hybrid environments.

Takeaways:

- What are key elements to be considered before, during and after a virtual training program/meeting or event?
- What design elements are crucial? What are designer biases and how do you address your own biases?
- When we are actually in the virtual space, what are key elements to inclusive facilitation?

Training Methods:

- Live input
- Group work
- Hands-on experimenting

Duration: 3 hours

Day and Time: July 5th from 14h o 17h CET

Course price: 180 euros

[Enroll here!](#)



Inclusion in the Virtual Space or Hybrid Environments



[Linkedin Profile](#)

Bárbara Venegas

Barbara Covarrubias Venegas defines herself as a Virtual Enthusiast, researcher by education, speaker by passion and author by results. She is passionate about New Ways of Working & Learning, Positive Leadership & CULTURE overall. For the past 10 years, she has been very involved with the international community across the globe, not only as a researcher or professional, but also as a virtual team leader and team member. Barbara has vast experience in organizing extraordinary and memorable in-presence and virtual events and runs her own virtual events production company. Besides, she recently founded the platform #virtualspacehero, a platform to create a space for a community of virtual enthusiasts (or to be's) to exchange on a regular basis on different topics about the virtual classroom, virtual events and working, leading, collaborating remotely.



Betina Szkudlarek

Overcoming (un)Conscious Bias

July 6th from 12:30h to 15:30h CET

Overcoming (un)Conscious Bias

- Course Content:

(Un)conscious biases are a part of our everyday thinking and behaving. In this workshop, the participants will get to reflect and work on their own preconceived assumptions and biases and ways to challenge them. If you are a trainer or an educator, you will gain access to resources you could use in your own practice. If you are a manager, you will gain insights into how to build a more inclusive workplace. If you are simply an individual with a passion for diversity, this workshop will be a great investment in your personal development!

The master workshop is supported with multidisciplinary evidence from numerous disciplines, including management, psychology, intercultural communication and neuroscience.

Takeaways:

- Understanding the sources and inevitability of biases.
- Challenging biased perceptions.
- Designing strategies for education, management and other contexts.

Training Methods:

Interactive session with numerous activities like exercises, workshop, videos and mini-lecture.

Duration: 3 hours

Day and Time: July 6th from 12:30h to 15:30h CET

Course price: 180 euros

[Enroll here!](#)



Overcoming (un)Conscious Bias



[Linkedin Profile](#)

Betina Szkudlarek

Betina Szkudlarek is an Associate Professor at the University of Sydney Business School and a Strategic Sustainability and Growth Consultant with the United Nations Alliance of Civilizations (UNAOC). She is the lead editor of the SAGE Handbook of Contemporary Cross-Cultural Management (2020). Betina has worked with numerous multinational corporations and not-for-profits on fostering global leadership excellence. She is the principal trainer in the UNAOC and the BMW Group's Intercultural Innovation Award.



Livingstone Thompson

Racism Today: Its Emergence, Causes and Consequences

July 22nd from 11h to 14h CET

Racism Today: Its Emergence, Causes and Consequences

Course Content:

There is a lot of talk about racism today, but have you really grasped why and when it emerged as an issue for society? If faced with making a decision about a racial incident, how would you analyze it and what would be your response to a claim? Can individuals ever take cover in saying, "it was not intended", if their words or actions are received or seen as being racist?

The Master Class is designed to create a safe, respectful space to approach perspectives and deepen the discussion about racism. Is an opportunity to surface and engage the points of view of victims, observers, unintended supporters, and perpetrators. Participants will be invited to reflect on power and privilege, and to ponder the importance of not just talking about racism but more so about being intentionally and consciously antiracist.

Takeaways:

- Define "race" and racism and discuss racism as a feature of diversity
- Locate the historical emergence of racism; racism in the context of legislation
- Define the racial arithmetic and a racial incident; determine appropriate actions to respond to racial incidents

Training Methods:

- During this workshop, participants will interact in small groups and actions plans to implement their learning.

Duration: 3 hours

Day and Time: July 22nd from 11h to 14h CET

Course price: 180 euros

[Enroll here!](#)



Racism Today: Its Emergence, Causes and Consequences



[Linkedin Profile](#)

**Livingstone
Thompson**

Livingstone is an experienced diversity and inclusion trainer with specialisms in cross-cultural interactions, cultural competence training, and relocation coaching and training. Member of the Racial and Equality Sub-Group of The Executive Office, he brings a wealth of knowledge and skills in intercultural communication and dialogue, diversity management and conflict resolution. In over thirty years he has travelled to over 55 countries. From this extensive experience he brings both common sense and critical learning to the areas of intercultural communication, cultural competence training and diversity management. He was recognized by Belfast Home Coming as cultural ambassador for Belfast in 2018. He is Chair of the African and Caribbean Support Organisation, Northern Ireland, and director of the training consultancy Living Cultural Solutions Ltd.



Tamara Thorpe

Why Mentoring Matters: Building mentoring into your DEI strategy

July 16th from 15h to 18h CET

Why Mentoring Matters: Building Mentoring Into Your DEI Strategy

Course Content:

In the last year, there has been a revitalized global dialogue on diversity and inclusion. Organizations are renewing their Diversity, Equity and Inclusion commitments and efforts, making it more important than ever for organizations to recruit, retain, and engage diverse talent. Mentoring can be a powerful tool and strategy to fostering inclusive organizations with cultures of belonging. Mentoring increases employee resilience, supports talent development, and can repair the “broken rung”, ensuring underrepresented talent has support for promotion and advancement.

Mentorship programs also strengthen organizational intelligence and build capacity. In this Master Class, renowned Leadership Development Consultant, Tamara Thorpe, will share her research on the impact of mentoring, discuss the ideal environment for mentoring and sponsorship, and share strategies for creating mentoring programs in the workplace.

Takeaways:

- Understand the potential for mentoring in increasing diversity, equity and inclusion.
- Learn good practices for forming mentoring relationships across differences with reciprocity and mutuality.
- Develop a plan for integrating and implementing mentoring into your DEI strategy and organization.

Training Methods:

- During this workshop, participants will have the opportunity to interact in small groups, share stories, and set goals and actions plans to implement their learning.

Duration: 3 hours

Day and Time: July 16th from 15h to 18h CET

Course price: 180 euros

[Enroll here!](#)



Why Mentoring Matters: Building Mentoring Into Your DEI Strategy



[Linkedin Profile](#)

Tamara Thorpe

Tamara is best known as the Millennials Mentor, and is a recognized thought-leader in next generation leadership. She is the founder of Real Leadership, a dynamic approach to leadership and compassionate approach to leadership, creating culturally smart and inclusive leaders. She has mentored and coached professionals from across the globe sharing her expertise in leadership development, understanding difference, and intergenerational collaboration. Tamara developed her first leadership program at the age of 15 and hasn't looked back. That bold and audacious act has turned into a lifetime of leadership lessons that she shares with innovative and influential Millennials all over the world – from Brazil to Canada, France to Northern Ireland and across the United States.



Claudia Issa

Psychological Safety For High Performing Diverse Teams

July 13th and 20th from 16h to 19h CET

Psychological Safety For High Performing Diverse Teams

Course Content:

Leveraging diversity in a team requires that everyone feels included and safe to learn, grow, contribute, and challenge the status quo. If team members feel they have to mask or cover their differences in order to “fit in”, we lose on performance, innovation and engagement. In this course, we’ll discuss how to effectively create a work environment of psychological safety in which every team member feels they can speak up, and contribute to the flow of ideas and solutions, constantly sharing their feedback and opinions. We’ll aim at increasing the level of intellectual friction, without generating interpersonal friction, in contexts where visible and invisible diversity are understood to be key to innovation.

Takeaways:

- Develop a deeper understanding of the concept of Psychological Safety, as developed at Google, Harvard, Pixar and other successful cases.
- Learn how to build a work environment that fosters Psychological Safety, with strategies and tips to help team members leverage their diversity by speaking up.
- Increase performance in your teams by creating a culture in which team members constantly share ideas, feedback and opinions, engaging in behaviors that help them learn, grow, contribute and innovate.

Training Methods:

- Experiential learning based on Kolb’s wheel on deep learning.

Duration: 6 hours

Day and Time: July 13th and 20th from 16h to 19h CET

Course price: 360 euros

[Enroll here!](#)



Psychological Safety For High Performing Diverse Teams



[Linkedin Profile](#)

Claudia Issa

Consultant and Corporate Trainer with over 15 years' experience of working with individuals, teams, and numerous renowned corporate organizations. Psychologist and European-certified Psychotherapist (European Federation of Psychologists' Association). Lecturer on Psychology, Intercultural Communication and Cross-Cultural Management collaborating with several universities. Co-author of games "Diversophy – Barcelona" and "Diversophy - Diversity & Inclusion". My educational background includes 5 Master and Postgraduate Degrees, including Clinical and Community Psychology, and Diversity Management at the Workplace. I've been recognized as an International Leader by the USA's Department of State, and I chair the Community Development Committee at SIETAR Europe (Society for Intercultural Education, Training and Research). From Barcelona, with passion, compassion and commitment.



Csaba Toth

Why and How to Measure Cognitive Diversity in High-Performing Teams

July 14th and 16th from 16h to 19h CET

Why and How to Measure Cognitive Diversity in High-Performing Teams

Course Content:

Using data the mindset gap between individuals, groups or individuals and groups can be measured so that diversity can be turned into synergy instead of a painful liability.

Global DISC measures the underlying values and drivers of individuals that determine how they perceive and process the world around them. The data can be used to measure the cognitive diversity of a team, the only layer of diversity that has proven benefit in terms of performance.

This interactive course is going to focus on 2 main questions you cannot afford answering NO to:

- Do you understand and value yourself enough to get along with people who think and behave differently without feeling that you are more or less than them?
- Do you understand yourself better than social media algorithms and the people who are trained in taking advantage of you?

Understanding ourselves and others is the foundation for staying relevant in the 21st century.

Takeaways:

- Learn how to see a situation from different perspectives so you can make better decisions.
- Find out why cognitive diversity is the greatest asset or liability.
- Learn how to intentionally respond to get the best outcome instead of instinctively reacting.

Training Methods:

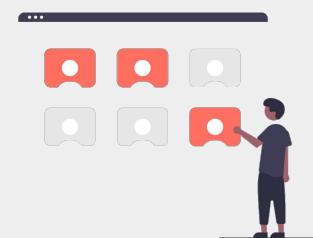
- Global DISC and saboteur assessment

Duration: 6 hours

Day and Time: July 14th and 16th from 16h to 19h CET

Course price: 360 euros

[Enroll here!](#)



Why and How to Measure Cognitive Diversity in High-Performing Teams



[Linkedin Profile](#)

Csaba Toth

Csaba is a British/Hungarian entrepreneur, researcher, author and speaker based in the UK. He is the founder of ICQ Global, a people development organisation with licensed partners in 30 countries. Csaba is the developer of the multi award-winning Global DISC model and the best-selling author of the Uncommon Sense in Unusual Times hybrid book published with Marshall Goldsmith. He holds 3 Masters degrees from 3 countries and he is also certified in several leadership, behavioural and intercultural models. Csaba has 15 years' experience in setting up start-ups, working with Fortune 500 companies, government agencies, entrepreneurs and certifying over 80 coaches and consultants globally to help their clients turn diversity into synergy instead of a painful liability.



Zahid Mubarik & Lynda White

How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB

July 15th from 15h to 18h CET

How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB

Course Content:

Future-focused organizations want to ensure long-term sustainability of our world and the people in our world. To optimize organizational results, creativity, problem solving, talent management and engagement, operations and innovation, organizational leaders need to adopt inclusive approaches, management strategies and styles that incorporate different perspectives, cognitive, cultural and linguistic differences, and collaboration.

Global Diversity, Equity & Inclusion Benchmarks (GDEIB) are the standards for organizations around the world. The GDIB helps organizations determine strategy and measure progress in managing diversity and fostering inclusion. Global Diversity, Equity and Inclusion Benchmarks Standards help by creating more equitable and better functioning organizations, confronting racism, sexism, and all forms of oppression, cultivate trust, acceptance, physical and psychological safety, lead inclusively, respond with agility, and thrive through disruption, promote wellness and self-care as ingredients for lasting change and contribute to creating a sustainable world.

Takeaways:

- What is GDEIB, its approaches, dimensions, categories and benchmarks.
- Groom executives in using GDEIB Standards for gap analysis, benchmarking and strategy formulation at organization level.

Training Methods:

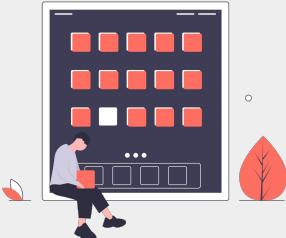
- The participants will have access to information through presentation, case study and exercises.

Duration: 3 hours

Day and Time: July 15th from 15h to 18h CET

Course price: 180 euros

[Enroll here!](#)



How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB



[Linkedin Profile](#)

Zahid Mubarik

CEO of HR Metrics and SHRM USA Partner in Pakistan, **Zahid** is a global expert in human capital measurement metrics/analytics. The only HR Leader from Asia to become member ISO Technical Committee 260, Zahid actively participated in HR standards meetings around the world, and actively contributed towards the development of Human Capital Reporting Standard. Elected as Global Convener of ISO HR Metrics Standards Working Group, is a distinguished speaker in international HR conferences/seminars. Introduced SHRM Competency based HR Certification in Pakistan and developed more than 200 SHRM Certified professionals. Member of the Board of Directors at The Centre for Global Inclusion USA. He introduced Global Diversity and Inclusion Benchmarks Standards in Pakistan, and is the Chief Editor of HR Magazine Workforce Tomorrow.

How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB



[Linkedin Profile](#)

Lynda White

Lynda is President at McLeod White and Associates. She was previously global diversity leader for RBC Financial, operating in approximately 30 countries, with 60,000 people. Her team did foundational change and implementation work in the areas of gender, diversity, and disability, garnering awards for the organization, benchmarked by others, resulting in RBC's continuing presence as a leader today. She has chaired and been a member of industry, federal government task forces, and committees, numerous not-for-profit boards. She continues to be a strategist, change leader, presenter, guest lecturer, and workshop leader globally, on organization development, change, and diversity issues. She is a Past President of the Diversity Collegium and an Expert Panelist of the Global D, E & I Benchmarks, continuing since 2006.



Shiva Roofeh

The I-Word, Where Inclusion Gets Personal

July 21st from 16h to 19h CET and July
23rd from 14h to 17h CET

The I-Word, Where Inclusion Gets Personal

Course Content:

The I-Word is for those who want to take their self-awareness to a deeper level, moving from self-awareness to self inclusion and compassion. But don't be fooled - this is not fluff.

Change has to be met with change: to create change in how we show up - whether that be showing up anti-racist or anti-ableist showing up with more understanding and curiosity - we need to create change in how we operate mentally and emotionally. In this two-session experience we'll learn the root of change is not a habit but thought; to create the change we have to reduce the power that limiting / toxic / prejudiced thoughts have over us and; we need personal systems in place to keep our change consistent.

Both sessions are a facilitated process where you are the expert of your own experience and I help you better understand the meaning behind those experiences. You get what you give with this session. If you give your fullest then by the end of the session you will have:



The I-Word, Where Inclusion Gets Personal

Takeaways:

- Identified a key change you want to make in how you show up.
- Pinpointed what is holding you back from changing.
- Created a clear path to behavior change.

Training Methods:

We'll be doing cycles of experiencing, unpacking/reflecting, and then practicing tools.

- Facilitation: participants will be doing most of the talking during sessions through activities and key questions
- Exploration and reflection: both in session and between modules participants will be exploring concepts together, doing life-related intermodular work (always with a focus on exploration and reflection).
- Playshop: sessions use humor, live coaching, and a sense of playfulness to help make deeper content easier to manage, to bring learning to life, and drive motivation to grow.

Duration: 6 hours

Day and Time: July 21st from 16h to 19h CET and July 23rd from 14h to 17h CET

Course price: 360 euros

[Enroll here!](#)



The I-Word, Where Inclusion Gets Personal



[Linkedin Profile](#)

Shiva Roofeh

Shiva is a kick-ass facilitator/educator and designer with 10+ years of experience in corporate education specializing in Cultural Intelligence and Leadership both grounded in the idea of being human. She has designed and delivered transformative learning and development programs, workshops, talks, and masterclasses for clients across the globe including Novartis, Slalom, Unilever, Accenture, Generali, Rolls Royce, Samsung, BASF, Gestamp, ABN AMRO, CHEP, The Red Cross, Nationale Nederlanden, and Roche. She most recently gave a talk at TEDxIE on Power. She has a degree in History from the University of Massachusetts – Amherst and a Certificate in Hispanic Studies from the Universidad Complutense in Madrid, Spain. She was born in Iran to Muslim and Jewish parents. At four her family left as refugees, moved to Italy, and eventually settled in Queens, New York City where she was raised. Until now she has lived in eight cities across six countries and has spent the past decade living in Spain.



Anna Zelno, Antonio Liu Yang, Nancy Bravo

Train the Intercultural Trainer en español

5, 12 y 19 de Julio de 16h a 20h CET

Train the Intercultural Trainer en español

Contenido del curso:

Módulo 1 - Introducción a la formación en competencia intercultural

Te introduciremos al mundo de la formación, donde veremos diferentes tipos de formaciones interculturales y qué tipo de demanda existe ahora mismo en el mercado. Especialmente cómo conectar la formación intercultural con estrategias de diversidad e inclusión. Compartimos contigo las maneras más eficientes e innovadoras de desarrollo de la competencia intercultural.

Módulo 2 – Contenidos y métodos de la formación intercultural

Te ayudaremos a navegar en el mar de los contenidos típicos y propios para la formación intercultural en diferentes contextos. Explorarás diferentes herramientas de assessment de competencia intercultural y de las preferencias culturales y de personalidad.

Módulo 3 - Introducción al diseño de la formación intercultural

Aprenderás en qué consiste un proceso formativo, desde el análisis de necesidades hasta la evaluación de resultados, y su impacto. Diseñarás tu propio programa de formación intercultural.



Train the Intercultural Trainer en español

Aprendizajes Clave:

- Introducirse en el mundo intercultural y conocer los principales contenidos y la metodología de la formación intercultural.
- Experimentar en la primera persona las herramientas de la formación intercultural (simulaciones, incidentes críticos, análisis de casos, assessments).
- Conseguir acceso rápido a la comunidad de lo/as profesionales.

Metodología de Aprendizaje:

Combinación de métodos típicos en la formación intercultural como self-assessments, análisis de casos e incidentes críticos. Las sesiones se celebran en Zoom con uso de herramientas externas como Miro, Padlet, Mentimeter, Google Drive. La segunda sesión se celebrará en Webex con el fin de explorar un entorno alternativo a Zoom. Antes, durante y después del curso compartiremos el espacio de trabajo en Slack para facilitar la comunicación e intercambio de experiencias en el grupo.

Duración: 12 horas

Día y hora: 5, 12 y 19 de Julio de 16h a 20h CET

Precio del curso: 900 euros

[¡Matricúlate en este curso!](#)



Train the Intercultural Trainer en español



[Linkedin Profile](#)

Anna Zelno

Anna es Interculturalista, consultora de Diversidad e Innovación. Business Partner de intercultures España y partner de ICQ Global, profesora asociada de la UAB. Ex presidenta de SIETAR España. Licenciada en filología alemana y en Lingüística Aplicada y Estudios Culturales Aplicados, Máster en Gestión de Talento. Más de 15 años de experiencia en formación intercultural en el ámbito social, empresarial y académico. Certificada en Culture Detective®, Global DISC®, Globe Smart®, Intercultural Readiness Check®, Virtual Performance Assessment®, TTT by YoungSIETAR, TTT on Open Space y varios NVC Trainings. Ha sido organizadora de diversos encuentros internacionales de Formadores Interculturales y Congresos de SIETAR en diferentes países. Es Co-autora de diversophy® Barcelona, editora del libro “Spanien von Innen und Außsen. Eine interkulturelle Perspektive.” y Shortlisted en European Diversity Awards Role Model.

Train the Intercultural Trainer en español



[Linkedin Profile](#)

Antonio Liu Yang

Antonio se define como J.E.D.I (Justice, Equity, Diversity, Inclusion) Advocate. Licenciado en derecho por la Universitat de València, máster en habilidades directivas y máster en experto en diversidad e inclusión en el ámbito empresarial por la Universidad Antonio de Nebrija. Lleva más de 30 años en España y siempre ha vivido entre las dos culturas. Tiene más de 10 de experiencia en la formación intercultural y ha sido docente en una decena de másters relacionados con China. Ha sido galardonado con el premio Talento Joven Valenciano en el 2013, speaker TEDx 2017 y uno de los promotores de la campaña **#NoSoyUnVIRUS** con repercusión mediática nacional e internacional.

Train the Intercultural Trainer en español



[Linkedin Profile](#)

Nancy Bravo

Nancy es comunicóloga, entrenadora intercultural, autora, conferencista, emprendedora. Forma parte de una familia bicultural (México- Alemania) desde 2002. Autora del libro ¡BRAVO! Soy internacional, actualmente es presidenta de la Confederación Internacional de Conferencistas (CIC), Speaker certificada por Global Speaking Business School. Fundadora de Bravo Intercultural, encargada del Business Development Mexico en Expandeers (Red para la internacionalización de PYMES), embajadora SHE Hamburgo (Sociedad Hispanas Emprendedoras) y miembro de la Red de Talentos Mexicanos en Alemania (Red Global RGMX). Es docente externa en diversas universidades en Alemania, ha asesorado a centenas de empleados de empresas internacionales, organizaciones e instituciones. Apoya individualmente a inmigrantes y expatriados emprendedores hispanos. Es miembro de la Federación Internacional de Inteligencia Interpersonal y Liderazgo Ético (FILE).



Paloma Chen, Alejandra Ntutumu,
Sani Ladan y Antonio Liu Yang

Masterclass para Antirracistas

22 de Julio de 11h a 14h CET

Masterclass para Antirracistas

Contenido del curso:

Esta Masterclass está enfocada a comprender el racismo que están sufriendo diferentes comunidades de la mano de un equipo docente intercultural que cuentan sus experiencias personales y profesionales en primera persona. Durante el curso los/as participantes:

- Empatizarán con el equipo docente a través de sus experiencias y reflexionarán sobre la situación actual
- Aprenderán la evolución social y mediática hacia colectivos que sufren el racismo
- Adquirirán herramientas para convertirse en aliados/as
- Conocerán la verdad que hay detrás de los estereotipos y prejuicios hacia dichos colectivos

Aprendizaje clave:

- Entender el racismo hacia distintos colectivos.
- Adquirir el rol de Aliado/a.
- Obtener herramientas para luchar contra el racismo.

Metodología de aprendizaje:

- Método explicativo demostrativo interactivo donde el equipo docente a través de las experiencias personales y profesionales explicarán cómo podemos convertirnos en antirracistas

Duración: 3 horas

Día y hora: 22 de Julio 2021 de 11h a 14h CET

Precio del curso: 180 euros

[¡Matricúlate en este curso!](#)



Masterclass para Antirracistas



[Linkedin Profile](#)

Paloma Chen

Paloma es periodista, escritora y gestora cultural. Nacida en Alicante de padres chinos inmigrantes de Wenzhou y criada en un restaurante en Utiel (Valencia). Las experiencias en su infancia impulsaron su investigación periodística "Crecer en 'un chino'". Ha trabajado para el Ayuntamiento de València y la Transnational Migrant Platform-Europe. Colabora habitualmente con medios como El Salto, El País y À Punt Media. Cogestiona la plataforma Tusanaje, con la que ha coorganizado jornadas culturales como el I Encuentro de la Diáspora China en España en Matadero Madrid. Ha ganado el Premio Nacional de Poesía Viva "L de Lírica" 2020, por su poesía sobre la identidad intercultural y la existencia híbrida.

Masterclass para Antirracistas



[Linkedin Profile](#)

Alejandra Ntutumu

Alejandra es fundadora y directora del proyecto socioeducativo Potopoto. Afroespañola con una vocación: Ayudar a crear un mundo mejor con más oportunidades para todos. Apasionada de la tecnología, la cultura y la educación. Adicta a la lectura. Soñando con viajar alrededor del mundo. Escritora ocasional. Feliz. Mi objetivo es construir un mundo mejor a través de nuevas herramientas de innovación social para una educación más inclusiva y con atención a la diversidad cultural. Ingeniera de Telecomunicaciones con un máster en multimedia y comunicaciones y una investigación doctoral sobre: "Redes de Televisión adaptadas a zonas rurales aisladas de países en desarrollo". De siempre mi reto ha sido aunar mi vocación por los proyectos sociales con mi experiencia tecnológica.

Masterclass para Antirracistas



[Linkedin Profile](#)

Sani Ladan

Sani es vicepresidente de la Asociación Elín. Sani es educador social, mediador intercultural especialista en migraciones internacionales. Lleva cerca de 10 años dedicándose a la sensibilización y trabajando de cerca con la realidad de las migraciones a través de la frontera sur de Europa, un fenómeno que le atraviesa como persona por haber pasado por ese mismo proceso migratorio desde Camerún donde nació hasta llegar a España. Es Panafricanista, antirracista, activista por la defensa de los Derechos Humanos y creador de contenidos en las redes sociales sobre asuntos mundiales y la geopolítica internacional, en especial para acercar la historia y figuras relevantes del continente africano a cualquier público.

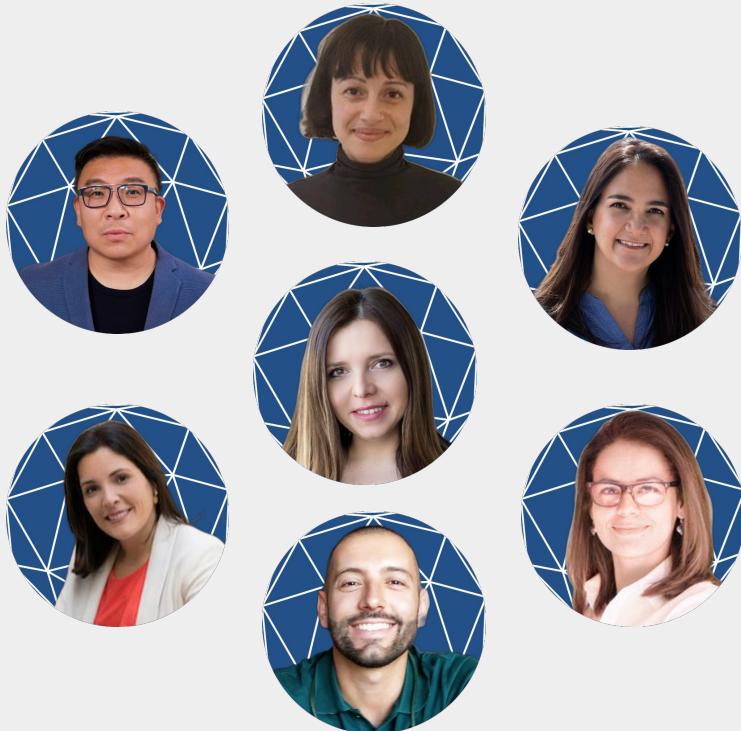
Masterclass para Antirracistas



[Linkedin Profile](#)

Antonio Liu Yang

Antonio se define como J.E.D.I (Justice, Equity, Diversity, Inclusion) Advocate. Licenciado en derecho por la Universitat de València, máster en habilidades directivas y máster en experto en diversidad e inclusión en el ámbito empresarial por la Universidad Antonio de Nebrija. Lleva más de 30 años en España y siempre ha vivido entre las dos culturas. Tiene más de 10 de experiencia en la formación intercultural y ha sido docente en una decena de másters relacionados con China. Ha sido galardonado con el premio Talento Joven Valenciano en el 2013, speaker TEDx 2017 y uno de los promotores de la campaña **#NoSoyUnVIRUS** con repercusión mediática nacional e internacional.



Anna Zelno, Antonio Liu Yang, Claudia Issa, Diana Bohórquez,
Francisco Gallego, Lina Nadar, Patricia Madrona

Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión)

12 a 16 de Julio de 14h a 16h CET

Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión)

Contenido del curso:

Caminamos en dirección a un mundo cada vez más diverso y conectado. Y con eso se resalta la importancia de desarrollar competencias de liderazgo global e inclusivo. Nace la necesidad de transformar las culturas organizacionales hacia modelos más abiertos, ágiles y equitativos, donde las personas puedan aportar desde su diferencia y vivir su talento al máximo. Al comprometernos con la Justicia, Equidad, Diversidad e Inclusión (J.E.D.I.), expandimos perspectivas y panoramas para buscar soluciones innovadoras y disruptivas. Gestionar bien la diversidad es un imperativo legal, social y de negocio, y así podemos afrontar nuevos desafíos y crear entornos de trabajo más sostenibles. En este curso profundizaremos en diferentes dimensiones de la diversidad, analizaremos las barreras a la inclusión y compartiremos estrategias de cómo superarlas.

Módulos del curso:

- 12.07_ Módulo 1) **Introducción a la Justicia social, Equidad, Diversidad e Inclusión. Seguridad Psicológica. Sesgos inconscientes** (Claudia Issa + Anna Zelno)
- 13.07_ Módulo 2) **DEI como imperativo legal, social y de negocio. Ventaja competitiva vs. responsabilidad social corporativa. Business Case vs. justicia social.** (Patricia Madrona + Anna Zelno)
- 14.07_ Módulo 3) **Diversidad cultural (Antonio Liu Yang). LGBTI+ y la importancia de los ERGs en la implementación de la estrategia** (Francisco Gallego + Anna Zelno)
- 15.07_ Módulo 4) **Diversidad cognitiva y neurodiversidad.** (Diana Ballesteros + Anna Zelno)
- 16.07_ Módulo 5) **Cómo realizar una auditoría y diseñar una estrategia de DEI. GDEIB** (Anna Zelno + Lina Nadar)



Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión)

Aprendizajes Clave:

- Entender los conceptos de justicia, diversidad, equidad e inclusión más allá de las diversidades visibles
- Analizar los imperativos legales, sociales y de negocio en España; Explorar las barreras de inclusión tales como sesgos inconscientes y el racismo estructural
- Aprender sobre herramientas de medición y auditoría de DEI, conocer las buenas prácticas de las empresas españolas e internacionales, y conectar con los y las expertas en el campo de DEI en las empresas.

A quién está dirigido:

A los/as profesionales que quieran incorporar la diversidad como parte de la estrategia corporativa de la compañía, o que estén interesados en especializarse en la gestión de la diversidad de la empresa. A los que quieran potenciar calidad y especialización de sus servicios y que quieran dirigir su carrera profesional hacia el área de diversidad e inclusión, un sector en auge y con una clara necesidad de profesionalización. Y a cualquier persona que quiera profundizar y conocer los distintos aspectos de la diversidad.

Duración: 10 horas

Día y hora: del 12 al 16 de julio, de 14h a 16h CET

Precio del curso: 900 euros

[**¡Matricúlate en este curso!**](#)



Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión)



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Anna Zelno

Anna es Interculturalista, consultora de Diversidad e Innovación. Business Partner de intercultures España y partner de ICQ Global, profesora asociada de la UAB. Ex presidenta de SIETAR España. Licenciada en filología alemana y en Lingüística Aplicada y Estudios Culturales Aplicados, Máster en Gestión de Talento. Más de 15 años de experiencia en formación intercultural en el ámbito social, empresarial y académico. Certificada en Culture Detective®, Global DISC®, Globe Smart®, Intercultural Readiness Check®, Virtual Performance Assessment®, TTT by YoungSIETAR, TTT on Open Space y varios NVC Trainings. Ha sido organizadora de diversos encuentros internacionales de Formadores Interculturales y Congresos de SIETAR en diferentes países. Es Co-autora de diversophy® Barcelona, editora del libro “Spanien von Innen und Außsen. Eine interkulturelle Perspektive.” y Shortlisted en European Diversity Awards Role Model.

Programa J.E.D.I (Justicia, Equidad, Diversidad e Inclusión)



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Antonio Liu Yang

Antonio se define como J.E.D.I (Justice, Equity, Diversity, Inclusion) Advocate. Licenciado en derecho por la Universitat de València, máster en habilidades directivas y máster en experto en diversidad e inclusión en el ámbito empresarial por la Universidad Antonio de Nebrija. Lleva más de 30 años en España y siempre ha vivido entre las dos culturas. Tiene más de 10 de experiencia en la formación intercultural y ha sido docente en una decena de másters relacionados con China. Ha sido galardonado con el premio Talento Joven Valenciano en el 2013, speaker TEDx 2017 y uno de los promotores de la campaña **#NoSoyUnVIRUS** con repercusión mediática nacional e internacional.

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Claudia Issa

Consultora y formadora con más de 15 años de experiencia trabajando con personas, equipos y numerosas organizaciones corporativas de renombre. Psicólogo y psicoterapeuta certificado en Europa (Federación Europea de Asociaciones de Psicólogos). Profesora de Psicología, Comunicación Intercultural y Gestión Transcultural colaborando con varias universidades. Coautora de los juegos "Diversophy - Barcelona" y "Diversophy - Diversity & Inclusion". Su formación académica incluye 5 maestrías y posgrados, incluida la psicología clínica y comunitaria, y la gestión de la diversidad en el lugar de trabajo y Preside el Comité de Desarrollo Comunitario de SIETAR Europa (Sociedad para la Educación, la Formación y la Investigación Interculturales).

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Diana Bohórquez

Psicóloga, amante de la tecnología y lo que puede aportarnos para mejorar nuestra calidad de vida. Experiencia de casi 20 años con personas con neurodiversidad. Apasionada y convencida del valor de la diversidad en el mercado laboral. He estado investigando y trabajando en el autismo durante la mitad de mi vida. Todos los días me sorprenden con sus excepcionales habilidades. Mi trabajo consiste en crear oportunidades para personas con talentos diversos. Desde hace 7 años estoy vinculada a Specialisterne, una consultora social danesa que pone en valor los talentos diversos y está presente con proyectos en 22 países. El resultado es cambiar vidas mejorando los equipos de trabajo.

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Francisco Gallego

Filósofo de formación, con espíritu emprendedor y experiencia trabajando en los cinco continentes. Actualmente centro mi trabajo en Inclusión y Diversidad en Expedia Group, donde me encargo del crecimiento y expansión global de su comunidad Pride. Parte de su experiencia multicultural pasa por Suecia, Noruega o Nueva York, donde trabajó para el sector público promocionando España como destino turístico. Actualmente está involucrado en diferentes proyectos como Out in Tech Madrid o el Design Institute of Spain, donde ejerce de coordinador en materia de Diversidad e Inclusión.

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Lina Nadar

Líder estratégico y enfocado en soluciones en Diversidad, Equidad e Inclusión, con éxitos comprobados en la gestión de programas estratégicos al servicio de diversos interesados y clientes. Aporta experiencia en la defensa de la diversidad, la accesibilidad, la pertenencia y la inclusión, con un conocimiento profundo de las necesidades del lado empresarial. Capaz de comunicar y presentar información compleja de manera impactante. Profesional orientado a la acción, impulsado por soluciones, con excelentes habilidades de comunicación, gran ética de trabajo y extremadamente organizado.

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Patricia Madrona

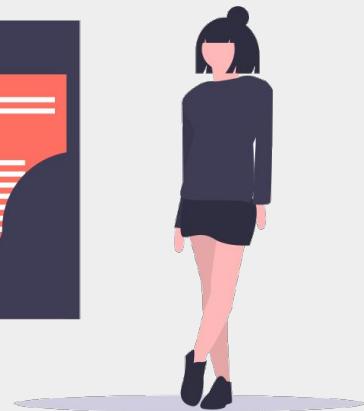
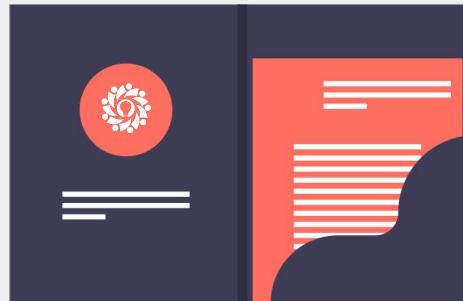
Abogada especializada en derecho laboral y Agente de Igualdad de Oportunidades, en Cuatrecasas. Presidenta del Observatorio de Igualdad del Ilustre Colegio de Abogados de Valencia. Como agente de igualdad, diseña planes de igualdad y diversidad en las empresas, participa en investigaciones como instructora, y elabora informes sobre situaciones de discriminación o acoso laboral, sexual o por razón de sexo. Asesora a clientes del sector público en asuntos relativos a su especialidad, incluyendo procesos de reversión de contratas con la Administración. También asesora en supuestos de accidentes de trabajo, en la fase administrativa y social (recargo en prestaciones), y tiene sólida experiencia como letrada en sede judicial en procesos del orden social. Abogada recomendada por distintos anuarios jurídicos como Best Lawyers para la práctica de Labor and Employment.

All the courses

Course Name	Speaker	Date	€	Payment Link
Inclusion in the Virtual Space or Hybrid Environments	Barbara Covarrubias Venegas	July, 5	180	Pay Link
Overcoming (un)Conscious Bias	Betina Szkudlarek	July, 6	180	Pay Link
How to Measure and Boost Diversity, Equity, and Inclusion with GDEIB	Zahid Mubarik + Lynda White	July, 15	180	Pay Link
Why Mentoring Matters: Building Mentoring into Your DEI Strategy	Tamara Thorpe	July, 16	180	Pay Link
Racism Today: Its Emergence, Causes and Consequences	Livingstone Thompson	July, 22	180	Pay Link
Master Class para Antirracistas - en español	Antonio Liu Yang +Alejandra Ntutumu + Paloma Chen + Sani Ladan	July, 22	180	Pay Link
Psychological Safety For High Performing Diverse Teams	Claudia Issa	July, 13 and 20	360	Pay Link
Why And How To Measure Cognitive Diversity in High-Performing Teams	Csaba Toth	July, 14 and 16	360	Pay Link
The I-Word, Where Inclusion Gets Personal	Shiva Roofeh	July, 21 and 23	360	Pay Link
Train the Intercultural Trainer - en español	Anna Zelno + Antonio Liu Yang + Nancy Bravo	July, 5, 12, 19	900	Pay Link
Programa J.E.D.I. - en español	Anna Zelno + Antonio Liu Yang + Claudia Issa + Patricia Madrona + Francisco Gallego + Diana Bohórquez + Lina Nadar	July 12 to 16	900	Pay Link

Summer Academy 2021

From July 5th till 23rd



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