



IMAGINE, DEFINE AND CREATE AN INCLUSIVE DOWNTOWN

JOIN US FOR A SERIES OF LEARNING EXPERIENCES FOCUSING ON EQUITY AND INCLUSION

The YMCA of the Greater Twin Cities partnered with the Minneapolis Downtown Council to design and implement the Inclusive Downtown Think Tank, a human-centered design process for creating a more welcoming downtown and expanding on the Minneapolis Downtown Council's 2025 Plan for Growth in such a way to be more explicit about the business community commitments to diversity, equity, and inclusion. In order to create an inclusive downtown, we need culturally competent leaders who are committed to making our Minneapolis Downtown community equitable and inclusive, a place to live, work, and play and where all people have the opportunity to thrive, belong, and contribute. By participating in the Equity Leadership Institute, you will be challenged to reassess your mental models and engage in transformative learning experiences.

EQUITY LEADERSHIP INSTITUTE

SESSION 1

Intercultural Development Inventory (IDI) Assessment

The Intercultural Development Inventory (IDI) session is the premier cross-cultural assessment that is used for identifying an individual's intercultural competence. The IDI assessment is completed online. Participants will receive their results along with a one-hour, one-on-one feedback conversation with a certified IDI consultant.

SESSION 2

Intercultural Leadership Training

An experiential learning session that engages participants in a deeper understanding of the IDI.

The Hidden Brain and Unconscious Bias

Participants will learn how the brain functions during times of uncertainty, the conditions that tend to bring out biases, and will discuss the implications for the workplace.

SESSION 3

Bridging Cultural Differences

Participants will develop a deeper self-awareness of personal dimensions of diversity and culture and what influences those dimensions when responding to differences that transcend their norms.

SESSION 4

Equity Innovation Experience

A multi-station experience built by the Science Museum of Minnesota that serves as a catalyst to engage the mind on equity, diversity, inclusion, and global realities.

Cohort I: September 10, 17, 24

Cohort II: September 11, 18, 25

Cohort III: October 29, November 5, 12

Cohort IV: October 24, 31, November 7



EQUITY LEADERSHIP INSTITUTE COHORT

SESSIONS	OBJECTIVE	EXPERIENCES	EXPECTED OUTCOMES	COHORT SCHEDULES 8 A.M. – 3 P.M.
Session 1	IDI Series	IDI Online Assessment 45–60 minute 1:1 conversation	Self-awareness Identification of acting worldview	August (All cohorts)
Session 2	Cultural Competence Modules	Intercultural Leadership Training (IDI) The Hidden Brain and Unconscious Bias	Increase awareness of cultural competence Identification of cultural competent behaviors	September 10 (Cohort I) September 11 (Cohort II) October 29 (Cohort III) October 24 (Cohort IV)
Session 3	Cultural Competence Modules	Bridging Cultural Differences	Engaging in diversity, equity, and global realities	September 17 (Cohort I) September 18 (Cohort II) November 5 (Cohort III) October 31 (Cohort IV)
Session 4	Experiential Learning	Equity Innovation Experience	Increasing knowledge and skills in equity and inclusion	September 24 (Cohort I) September 25 (Cohort II) November 12 (Cohort III) November 7 (Cohort IV)
	Extended Learning Opportunities	A 1-year subscription for a digital learning series		October 2019 to October 2020 (Cohort I and II) November 2019 to November 2020 (Cohort III and IV)

AGENDA

8 – 8:30 a.m.—Continental Breakfast
8:30 a.m. – Noon—Learning Sessions
Noon – 12:30 p.m.—Lunch
12:30 – 3 p.m.—Learning Sessions
3 p.m.—Closing

PRICING

**Equity Leadership Institute
is \$1,600**

If you are a member of the
Downtown Business Council,
you receive a **\$100 discount**.

Attendees will also receive:

1. A free one-week pass to the Douglas Dayton YMCA at Gaviidae in downtown Minneapolis.
2. A free one-hour consultation from Neka Creative, an agency known for building inclusive brands.
3. Additional learning materials after each session they can use to work with staff.



EXECUTIVE LEADERSHIP INSTITUTE

In order for senior leaders to be effective in a multi-cultural workforce environment, senior leadership must become culturally competent to provide effective leadership and support. The Executive Leadership Institute is an intensive one-day leadership immersion which provides continuing education materials to further your personal growth, and tools to support this work with your staff.

Intercultural Development Inventory (IDI) Assessment

The Intercultural Development Inventory (IDI) session is the premier cross-cultural assessment that is used for identifying an individual's intercultural competence. The IDI assessment is completed online. Participants will receive their results along with a one-hour, one-on-one feedback conversation with a certified IDI consultant.

Intercultural Leadership Training

An experiential learning session that engages participants in a deeper understanding of the IDI.

Leading with Cultural Intelligence

Participants will learn about the role of power distance, time orientation, context, uncertainty avoidance, unconscious bias, and gender in cultures. Participants will also identify the cultures with which they interact most often and develop an action plan for greater intelligence when in relationships with people from those cultures.

Equity Innovation Experience

A multi-station experience built by the Science Museum of Minnesota that serves as a catalyst to engage the mind on equity, diversity, inclusion, and global realities.

AGENDA

8 – 8:30 a.m.—Continental Breakfast
8:30 a.m. – Noon—Learning Sessions
Noon – 12:30 p.m.—Lunch
12:30 – 3 p.m.—Learning Sessions
3 p.m.—Closing

Cohort I: September 19

Cohort II: November 6

PRICING

Executive Leadership Institute is \$2,500

If you are a member of the Downtown Business Council, you receive a **\$100 discount**.

Attendees will also receive:

1. A free one-week pass to the Douglas Dayton YMCA at Gaviidae in downtown Minneapolis.
2. A free one-hour consultation from Neka Creative, an agency known for building inclusive brands.
3. Additional learning materials after each session they can use to work with staff.



EXECUTIVE LEADERSHIP INSTITUTE COHORT

EXPERIENCES	EXPECTED OUTCOMES	COHORT SCHEDULES 8 A.M. – 3 P.M.
IDI Online Assessment 45-60 minute 1:1 conversation	Self-awareness Identification of acting worldview	August (All cohorts—online in advance)
Intercultural Leadership Training (IDI) The Hidden Brain and Unconscious Bias	Increase awareness of cultural competence Identification of cultural competent behaviors	September 19 (Cohort I) November 6 (Cohort II)
Equity Innovation Experience	Engaging in diversity, equity, and global realities	
A 1-year subscription for a digital learning series	Increasing knowledge and skills in equity, and inclusion	October 2019 to October 2020 (Cohort I) November 2019 to November 2020 (Cohort II)



INCLUSIVE DOWNTOWN THINK TANK—A Collaboration of the YMCA of the Greater Twin Cities and the mpls downtown council in partnership with East Town Business Partnership and 2020 Partners.

To register go to: www.ymcamn.org/EIC