



DEIB

Diversity, Equity, Inclusion, and Belonging

In the workplace





Diversity, Equity, Inclusion, and Belonging (DEIB)



Gender



Generational



LGBTQ+



Disability

DEIB is a business imperative and can elevate financial performance, innovation, market share and team collaboration. The changing global, socio-economic, cultural, and political trends have resulted in a more significant need for organization to have a diverse talent pool. Creating safe and enabling conditions, where each person can bring their whole self to work, can result in achieving one's full potential and being more productive. At Silver Oak Health, we bring expertise in the following dimensions of diversity and intersectionality of these dimensions.

Foundational Courses

The Power of Perspective – Unpacking Unconscious Bias

- Acknowledge unconscious biases, identify common biases, and develop empathy.
- Utilize the "POWER" strategy for sustained behavior change.



Audience: People Managers and Non-Managers



Duration: Online – 2 hours | Onsite – 3 hours

Psychological Safety and Belonging in the Workplace

- Define psychological safety and belongingness; employ COIN method for difficult conversations.
- Foster workplace psychological safety through deliberate behaviors.



Audience: People Managers and Non-Managers



Duration: Online – 1.5 hours | Onsite – 2 hours

Allyship in Action – Practical Steps for Workplace Advocacy

- Examine intersectionality's role in allyship and its organizational benefits.
- Identify barriers and learn practical allyship in daily interactions.



Audience: All Employees



Duration: Online – 1.5 hours | Onsite – 2 hours



Women in the Workplace

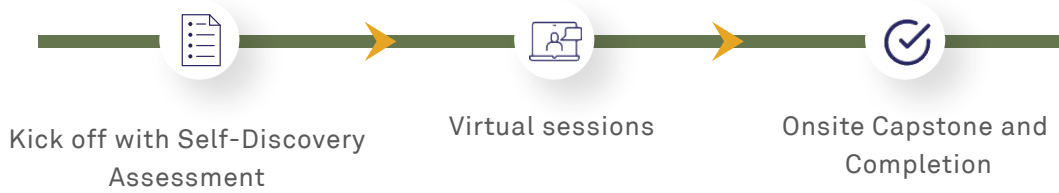
Women as Emerging Leaders Program



Duration: 12 Weeks (15 hours)



Delivery: Hybrid



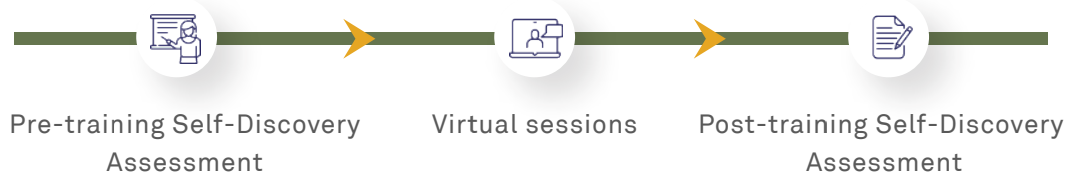
Women as Emerging Leaders Program



Duration: 9 Weeks (12.5 hours)



Delivery: Online



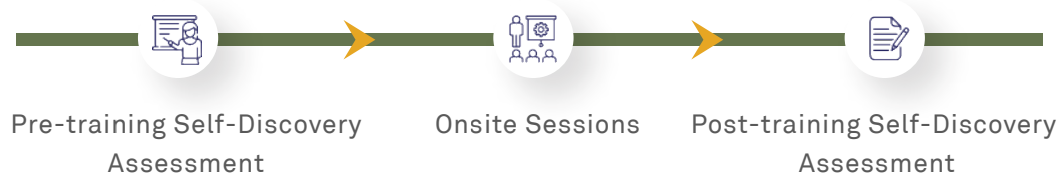
Women as Emerging Leaders Program



Duration: 1.5 Days (14 hours)



Delivery: Onsite



Additional programs available for mixed gender groups

Maternity Support and Return To Work

A unique opportunity for you to support your employees during this special phase and ease the transition of coming back to work post pregnancy!

Program Highlights



Outbound Counselling Call



Online CBT and Mindfulness



Peer Support Group



Dietician support



Webinars for both parents



Managerial sessions

Women's Circle – Creating a Safe Space for Learning and Connections



Sessions

- Brand YOU
- A Project called Joyfulness
- Drawing and Protecting your Boundaries
- Facing up to the Imposter in You
- Building your Network
- Transitioning into Perimenopause and Menopause
- Creating a Gender-Inclusive Workplace – Empowering Men through Allyship



LGBTQ+ employees in the Workplace

- The Power of Pronouns – Towards Inclusion
- Trans Inclusion Training

Persons with Disabilities in the Workplace

- Disability Awareness and Allyship
- Allyship for Persons with Disabilities – From Allyship to Advocacy

DEIB Interventions

- DEIB Survey
- Queer Peer Support Group
- Counselling




ABOUT US

Silver Oak Health

Silver Oak Health (www.silveroakhealth.com) is a highly innovative company that is being chosen by many corporates in India as the preferred partner for EAP, POSH, and DEIB services. The company is also seen as one of the most proactive in this field with a wide range of digital interventions and training programs. Silver Oak Health assists companies of all sizes with DEIB services. The company was established in Bangalore in 2015 and provides its services PAN India. The company has full-time DEIB experts assisting corporate clients to develop programs that are inclusive of the modern workplace. Silver Oak Health is also an ISO 27001: 2013 certified organization.



Contact Us

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