AN EDUCATIONAL EXPERIENCE FOR LEADERS
INTERESTED IN CLOSING THE COMMUNITY’S EQUITY GAPS, IMPROVING DEI PRACTICES IN YOUR ORGANIZATION AND CREATING A STRONGER, MORE EQUITABLE QUAD CITIES.

Now more than ever, our community needs strong leadership as we respond to the pandemic, dismantle systemic racism and advocate for a more equitable community for all.

The Quad Cities Diversity, Equity and Inclusion (QCDEI) Leadership Institute helps prepare leaders from across the Quad Cities area to be effective stewards for our community’s future. This six-week program will include courageous conversations about diversity, equity and inclusion; principles that can strengthen organizations and neighborhoods; the history of systemic racism; insight on current community challenges and opportunity gaps; and how to take this information and turn it into action. Participants can expect support in identifying opportunities to enhance DEI efforts through projects, initiatives or programs that may be implemented in a workplace setting or in the community.

CURRICULUM
The curriculum includes exposure to community issues through experiential learning, expert presentations, and class discussions. The three pillars of the QCDEI Leadership Institute include:

- **Issue and Opportunity Awareness: United Way’s “Rise United”** – a set of 10-year goals to drive transformative change and advance racial equity in the areas of education, income and health in the Quad Cities. Each class session delves into at least one of the areas of focus.

- **Leadership Development:** Championing community change requires a deep understanding of oneself and the skills needed to help others achieve extraordinary things. Exposure to scenario-based learning will allow participants to better appreciate situational leadership and the need to balance tasks and relationship orientated behaviors in leadership.

- **Practice through Service:** Class members apply what they learn as they work on class projects, benefiting their company, local nonprofit or grassroots organizations.

**APPLY HERE!**
WEEK 1 | TUESDAY, JANUARY 25
SETTING THE STAGE: UNDERSTANDING THE “D” IN DEI
An overview of terminology, issues related to diversity and othering.

WEEK 2 | TUESDAY, FEBRUARY 1
WHAT IS IMPLICIT BIAS?
How decisions are made that inadvertently work against diversity and inclusion; Examination as to how biases impact income, education and health care outcomes.

WEEK 3 | TUESDAY, FEBRUARY 8
UNDERSTANDING THE “I” IN DEI
How to move from welcoming to inclusiveness in the workplace; Being a community DEI Champion

WEEK 4 | TUESDAY, FEBRUARY 15
UNDERSTANDING THE “E” IN DEI
Moving past equality and identifying historic decisions that lay the foundation for the equity issues we experience today; exploring power sharing; community data on income education and health outcomes.

FEBRUARY 22 (NO CLASS) SERVICE WEEK

WEEK 5 | TUESDAY, MARCH 1
BUILD A DIVERSE, EQUITABLE AND INCLUSIVE CULTURE IN THE WORKPLACE
Participants will be introduced to case studies to examine how changes in the workplace practices can impact inclusion and equity.

WEEK 6 | TUESDAY, MARCH 8
TAKING ACTION
Individuals will share their planned project or next steps as result of information gained from program participation, input on projects.

*Cost for the Winter Session is $250, and limited to 20 participants. Scholarships are available. More information is available at unitedwayqc.org/dei-leadership.
PARTICIPANTS AND SELECTION | $250 PER PARTICIPANT

The next QCDEI Leadership Institute session is expected to be in high demand. To ensure quality programming and engagement, participation will be limited to 20 people (one person per organization). Applicants are encouraged to apply early and provide careful, thorough responses to the questions to ensure the Selection Committee has enough information to pair a productive class.

Ideal candidates have an interest in contributing to a more equitable workplace and are committed to community engagement and leadership.

More information is available at unitedwayqc.org/dei-leadership

ABOUT THE FACILITATOR

DR. LADRINA WILSON, IMAN CONSULTING

LaDrina Wilson, founder of Iman Consulting, has spent over 15 years breaking down barriers and building paths to access for students in the world of higher education. In the spirit of creating access for all, LaDrina has served as a thought leader and community advisor in her executive leadership roles with the Quad Cities Chamber of Commerce (Community and Economic Development), Quad Cities Community Foundation (Philanthropy) and the Regional Development Authority (Philanthropy).

ABOUT YOUR HOST

United Way Quad Cities is a community-based social change organization that puts opportunity in the hands of all Quad Citizens. Working with our determined partners, volunteers, advocates and donors, we lead the charge to improve education, income and health – the building blocks of opportunity. The result is a mobilized community where every Quad Citizen is living their best possible life.

Learn more at unitedwayqc.org

PARTNERS

For more information, contact Chief Operating Officer Karrie Abbott at kabbott@unitedwayqc.org. Guests are asked to be fully vaccinated. Masks are optional.