

Diversity and Inclusion Lecture/Workshop

Aims of the lecture/workshop are:

- To enable participants to understand how individual prejudice, fake images, and stereotypes affect the way in which we experience and co-create the world around us.
- To empower participants to become more aware of power-structures and their role within systems (organizations, companies, society, etc.) they are part of and how their (in)actions impact these systems.
- To encourage participants to go from rhetoric to practice – *from what is to what can be* – so they deliberately start to actively participate in co-creating inclusive systems that enable them and others to reach full potential.
- To equip participants with tools enabling them to become engaged into relevant change-making processes at individual, organizational, and societal levels.



Methods and approach:

Since individuals represent the core unit of any system (organization, company, society, etc.) development of personal capacities and perceptions allows systems to develop further too. This enables a sustainable change led by individuals who understand their role and power in the change-making process of more inclusive systems.

Combining MOD (Mångfald och Dialog) methodology with other interactive methods creates a fusion of theory and practice with value-based exercises, research, case studies, etc. Stimulating active participation this approach enables participants to comprehend the link between personal prejudice, unconscious bias, structural discrimination, and power imbalance. The same methodology can be applied in different settings such as companies, organizations, etc. to help these systems transition from “where we are” to “where we can be”.



Awareness of unconscious bias and concrete ways to manage it encourages better actions and decisions for our systems and leverages the full potential of diversity. Captivating and inclusive methods urge participants to reflect upon their individual behavior and structures and ultimately allow the transformation of individuals, societies, and the world. Focusing on participants' personal experiences helps them reaffirm individual power(s) and create new patterns of action in both personal and social (organizational, professional, community, society, etc.) levels.

Lecture/Workshop Scope

Lectures/workshops are tailored according specific client's need and can be designed to be delivered as:

1. One-hour lecture
2. Three-hour workshop
3. One-day training
4. Two-day training

Soledad's Background



Soledad Piñero Misa is an inspirational facilitator and moderator. As a Social Missions Manager for Ben and Jerry's Nordics Soledad works strategically with issues related to diversity and inclusion. Inclusion is also one of the values of [Retoy](#), the social-enterprise she founded in 2011. She has also worked with these issues during her numerous consultancy engagements. Soledad was a facilitator of the series of seminars at the TCO Open Workplace Seminar ([Öppna Arbetsplatsen](#)) aimed at linking inclusion and diversity to human rights at

workplace.

Through her role as a secretary-general at LSU (National Council of Swedish Youth Organizations) she worked on organizational development and has facilitated a cooperation on diversity in leadership between Swedbank, Skandia, and youth organizations working with diversity and minority groups. Moreover, Soledad was engaged in development of the Botkyrka Municipality intercultural city strategy and has created tools and training material for its implementation. This strategy is recognized as the successful implementation of building policies and identity on the acknowledgment that diversity is a resource for societal development by the [Council of Europe - Intercultural Cities Program](#).

Applying MOD (Mångfald och Dialog) methodology with other interactive tools and materials Soledad has delivered lectures and workshops to thousands of individuals from different sectors (organizations, businesses, politicians, municipalities, unions, etc.). Some of her collaborators have been UNHCR, Sida, Swedish Institute, Swedish Government Offices (Regeringskansliet), UNICEF, RFSL, etc.

For more information about Soledad's experience visit: www.soledadpinero.com

Soledad Piñero Misa
