

Training Catalogue

Diversity, Equity, and Inclusion

eufonia
diversity

www.eufoniadiversity.com



Our mission:

We want to create work and market spaces that include people with their differences and use the diversity of their employees and customers to create euphony- a harmony.



We have worked with:



OXFAM

INDITEX

L'ORÉAL

Globant ➤



Fundació Marianao
Sant Boi de Llobregat

CCA(R)

Comissió Catalana
d'Ajuda al Refugiat



Mondragon
Unibertsitatea



ACUMEN
ACADEMY



Coordinadora
Mentoria
Social

They speak about us

EL PAÍS



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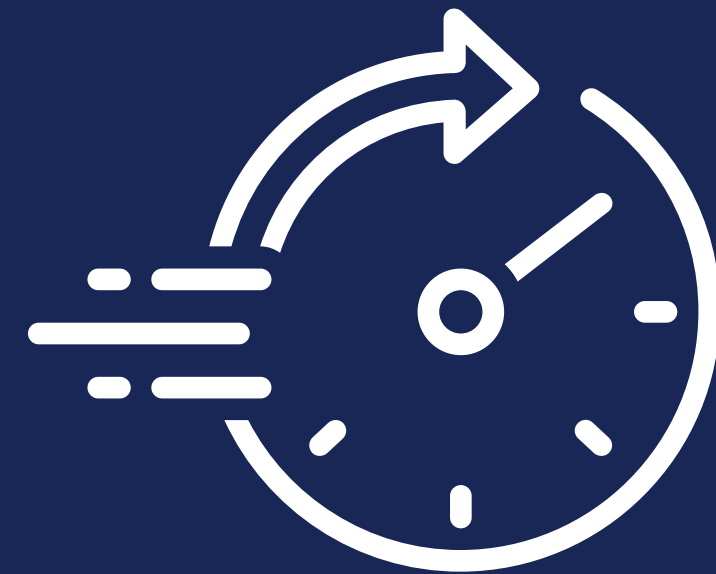
Training formats:



Online



In person



Self-paced



Mahmoud Assy

Diversity, Equity, and Inclusion consultant and trainer who has worked with various organisations, corporations, universities, and government subdivisions on becoming more inclusive of different diverse groups. As a multilingual speaker of 6 languages and as a person coming from various minority groups, I provide the missing link when it comes to the inclusion of underrepresented groups. Having been excluded for years for being a refugee, part of the LGBTQ+ community and an Arab muslim has allowed me to understand and analyze the systemic patterns that leave so many demographic groups out of the decision-making tables. My personal and professional mission is to empower change agents within large, medium and small organisations and entities to transform the systemic structures that block change.

Building Inclusive and Diverse Company Cultures

This training is designed to work with diverse teams in recognizing their differences, privileges and identities and to work on creating a sense of belonging and mutual respect among team members.

- To create awareness of privileges, identities, and differences.
- Establish a space for reflection on the different barriers faced by different groups.
- Provide tools and methodologies to improve interaction between team members coming from different backgrounds.





Adaptive leadership for diverse teams

Ronald Heifetz defines adaptive leadership as the practice of mobilizing people to face difficult challenges and thrive. This training course is designed to guide team managers on how to adapt to the different contexts, mindsets, stress thresholds and work cultures of each of their team members.

- Provide leaders with the knowledge and tools they need to foster an inclusive and diverse work environment for their teams.
- Elevate their management of polarities and differences
- Enhance their management of tensions in times of challenge.
- Enhance their ability to identify adaptive and technical challenges.



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Understanding and limiting the impact of bias and prejudice

This training course is designed to provide an in-depth understanding of patterns of bias, privilege and prejudice and their influence on our interactions with people, and decision making, and how this impacts our workspace and its systems.

- Create awareness of privilege, implicit biases, and prejudices.
- Establish a healthy way to deal with implicit biases and prejudices and minimize their impact on our work and interactions
- Providing tools for self-assessment and self-reflection of biases and prejudices
- Establish an open and productive conversation in the organization by taking steps towards a more inclusive future.



LGBT+ workplace inclusion

A training on LGBT+ diversity and the challenges they face in the workplace. A training focused on providing key action points that employees can actively implement and do in their workplace to ensure it is a safe and welcoming place for the LGBT+ community.

- Raise awareness of LGBT+ diversity: sex, gender, expression, etc.
- Promote a better understanding of the challenges faced by the community in the workplace in Spain.
- Call to action: encourage people to show their alliance with the community by creating a more inclusive environment.



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Generational intelligence: generational diversity at work

This training course provides participants with a deep understanding of generational differences and patterns in the workplace and key insights on how to foster a work environment that works for all; a multigenerational work environment.

- Promote understanding of generational differences
- Foster a more inclusive , multigenerational way of working
- Implement strategies to create better work flows between team members



Intercultural intelligence

A cross-cultural training aimed at equipping employees with the knowledge, skills and tools to navigate different cultures efficiently, understanding differences and similarities between them and creating a framework that allows for comprehensive and efficient work interaction.

- Spread awareness on the benefit of cultural diversity
- Enhance cultural awareness in participants
- Improve awareness and perspective taking of the world and work flows beyond one's culture
- Provide methodologies for efficient Intercultural communication
- Present key cultural cues and dos and don'ts to avoid falling in offences
- Lead to company to more blending of cultures



Inclusive Talent attraction: Attract more diverse talent

This training course provides participants with technological and non-technological tools designed to analyze the level of inclusion of published material (whether internal or external). The course provides both theoretical and practical knowledge on the subject.

- Raise awareness of the key elements for creating inclusive communication.
- Introduce a series of technological and AI tools to work on inclusive language.
- Implement a strategy that grantizes inclusive thinking in creative processes





Data and DEI: Measure and track your progress

This training course is designed to provide you with knowledge on systems thinking methodology applied to the DEI (Diversity, Equity and Inclusion) context. The course guides Diversity managers and leaders to work in DEI in the context of RGDP, focusing on systems analysis and intervention.

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Inclusive marketing

This training course is designed as a guide for marketing professionals on how to ensure that their marketing campaign are inclusive of the different members of society and representative of the company's DEI values.

- To promote understanding on positive vs negative representation
- Understand the impact of association bias in marketing
- Guidance on how to represent and not to wash (ex: pink washing)
- Implement strategies to ensure inclusive marketing



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Client Satisfaction Level



92%

Of training participants say they would recommend our services to another colleague or company

90%

Is the average general satisfaction with our training services



Contact

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THE ROAD TO
DIVERSITY
BEGINS WITH ONE
INCLUSIVE ACT

