



Sovran Management Group offers Cultural Diversity Training



SOVRAN
MANAGEMENT GROUP LLC

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Is your organization dealing with **Diversity, Equity
& Inclusion** in your workplace?

Is your company looking to make **diversity
and inclusion** a priority?

Are you unsure how to implement a **diversity
and inclusion training program** for your company?

Sovran Management Group LLC can help.....

LGBT & TRANSGENDER INCLUSION

Discover how to appropriately manage gender transitions during employment and provide guidance on understanding, engaging with, and supporting those in the LGBT community.



RESPECTFUL WORKPLACE

Share with your associates the proactive approach to negating an insensitive environment and remove hostility that accommodates insensitive behaviors and language in the workplace.

UNCONSCIOUS BIAS

Address unconscious biases or social stereotypes about certain groups of people that individuals form outside their own conscious awareness.

- Ageism
- Colorism
- Affinity Bias
- Name Bias



Essential components of an effective DEI training

DEI is about more than what you should not do. Training must also incorporate proactive elements for behavior at every level of the organization.

It is important to consider alignment, definitions, metrics, and plans for bringing lessons learned outside of the training room. Sovran Management Group, LLC customizes our approach to each client's needs. Our approach is built around a consistent framework that focuses on the most critical factors of your organization.

Evaluate Progress

It's critical to carry the training momentum forward by building structures and metrics to promote DEI through continuing the conversation—demonstrating to your employees that you are not relying on a one-and-done approach.

A real commitment to DEI means connecting it to how you determine success and progress. In addition to metrics that we're all used to seeing in performance reviews, like revenue growth, employee retention, and speed to hire, the following metrics can be built into a leader's or team's dashboard:

- Applicant pool diversity
- Employee Resource Groups (ERG) participation
- Job offer acceptance and declinations across demographics
- Promotions among women and members of minority groups
- Compensation equity

Leaders also must keep the conversations going to give employees opportunities to share their experiences with microaggressions and other biases—especially as they relate to a leader's actions. This is the time to listen to employees and ERG representatives. Companies must make every effort to create a safe space for these conversations.



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**Schedule your
consultation today!**

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