

JOURNEY FOR TEAMS

Our shared path to greater
diversity, equity, and inclusion



JOURNEY MAP

Selected

JOURNEY FOR TEAMS

TOPICS

DEVELOPING AND SUPPORTING FABULOUS TEAMS

Unconscious bias • Microaggressions • Disability and accessibility
Training and development • Onboarding and retention

FOSTERING AN EXTRAORDINARY WORKPLACE

Welcoming environment • The importance of culture • Resolving conflict
Challenging conversations • Individual and team wellbeing

WALKING THE TALK WITH CLIENTS

Intake forms • Discharge information • Communication and translation
Safe environment • Disability and accessibility • Serving clients well

EMBRACING THE COMMUNITY

Cultural competency, fluency, and humility • Community presence
Community service • Allyship

...AND MORE!

visit journeyforteams.org

WHAT IS JOURNEY FOR TEAMS?

JOURNEY FOR TEAMS provides a pathway for veterinary professionals to deepen knowledge of diversity, equity, and inclusion (DEI) and foster the advancement of DEI in veterinary workplaces. To support this purpose, **JOURNEY FOR TEAMS** will deliver ongoing releases of practical, actionable and impactful resources and educational modules – all designed with busy veterinary workplaces in mind!

JOURNEY FOR TEAMS content is being written and reviewed by topic experts with real world DEI experience in veterinary settings. Topics presented in the GUIDE and as microlearning modules will engage teams and individuals with focused information and inspire curiosity, reflection, and respectful dialogue. Each 15-minute module is a step in a journey that can change the way you and your team interact with your clients, patients, community and each other, for the better!

Visit journeyforteams.org to
JOIN JOURNEY FOR TEAMS.

Joining **JOURNEY FOR TEAMS** means that you will be the first to know about news and content release dates as this critically important initiative launches in the Fall of 2022. **JOIN US!**



JOURNEY FOR TEAMS GUIDE

A resource written specifically for veterinary professionals, by individuals with subject-matter expertise, who are active in DEI within the veterinary community. The **GUIDE**, to be released in stages beginning Fall 2022, presents core concepts and principles for advancing DEI. It offers educational and inspiring perspectives on specific DEI topics that form the foundation for the interactive modules.

A great resource for business owners, team leaders, HR, and any veterinary professional interested in learning more about advancing DEI in veterinary settings.

REASONS, ROUTES, RESOURCES
 NARRATIVE CONTENT, PRACTICAL EXAMPLES, LINKS TO IN-DEPTH LEARNING

Released in stages, beginning FALL 2022.

Visit journeyforteam.org to **JOIN JOURNEY FOR TEAMS** and get updates as content is released.



JOURNEY FOR TEAMS MODULES

JOURNEY FOR TEAMS modules - 15-minute interactive experiences using microlearning techniques - will provide the vehicle for teams to explore, discuss, and better understand DEI topics as a group. The modules will also serve as a great resource for individuals who want to learn more on their own.

JOURNEY FOR TEAMS modules use video, discussion guides, and goal setting aids to help teams interact with DEI topics in short, organized meetings.

A great resource for team meetings, small groups who want to learn more together or individuals eager to increase DEI knowledge on their own.

TEAM TRACK
 (Can also be done as a solo journey)
 VIDEO, DISCUSSION, REFLECTION, GOAL SETTING

15 MIN TOPIC MODULES that cover individual DEI topics. Video introduction from topic experts followed by guided discussions explore topics and identify actionable goals.

After the **INTRODUCTORY WEBINAR**, topics are presented as stand alone modules. As more topics are released, teams can choose which topics to explore and in what order. **The TEAM TRACK is not one way!**

40 MIN INTRODUCTORY WEBINAR introduces **JOURNEY FOR TEAMS**, communicates why DEI is important and maps out the journey ahead. **The best place for TEAMS to start.**

40 MIN
INTRODUCTORY WEBINAR

15 MIN
TOPIC 1 MODULE

15 MIN
TOPIC 2 MODULE

15 MIN
TOPIC 3 MODULE

15 MIN
TOPIC 4 MODULE

15 MIN
TOPIC 5 MODULE

RELEASING NEW TOPICS ONLINE every month.
 See back for TOPIC list.

EVERY JOURNEY NEEDS A NAVIGATOR

JOURNEY FOR TEAMS works best for groups when there is a workplace champion committed to downloading content, organizing meetings and facilitating discussion. **JOURNEY FOR TEAMS** will provide resources to support the **NAVIGATOR** in this important role.

NAVIGATORS are passionate about DEI and are willing to make a valuable contribution. **NAVIGATORS** with the full support of leadership will have the greatest success.

NAVIGATOR'S LINE
 SUPPORT, TIPS

NAVIGATOR'S HANDBOOK
 INSTRUCTION MANUAL

HOW TO BE A NAVIGATOR
 VIDEO

NAVIGATOR'S HANDBOOK
 WEBINAR INFO TO AID IN PLANNING AND FACILITATION

NAVIGATOR'S HANDBOOK
 TOPIC 1 INFO TO AID IN PLANNING AND FACILITATION

NAVIGATOR'S HANDBOOK
 TOPIC 2 INFO

NAVIGATOR'S HANDBOOK
 TOPIC 3 INFO

NAVIGATOR'S HANDBOOK
 TOPIC 4 INFO

NAVIGATOR'S HANDBOOK
 TOPIC 5 INFO

TOPIC SPECIFIC INFO FOR NAVIGATORS released with each TOPIC.