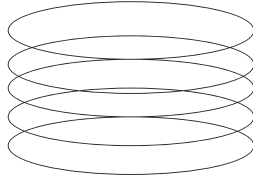
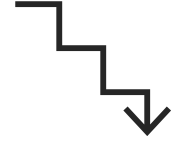




JEDI



Facilitation



Transforming Workplaces and Communities

Welcome to our dedicated space for Justice into Equality, Diversity, and Inclusion (JEDI) Facilitation, where we empower individuals and organizations through the theory of raceless anti-race(ism) to create true inclusive environments that thrive on mutual respect, understanding, and collaboration. Discover the core components of our JEDI Facilitation Framework, designed to navigate and address the complexities of diversity and inclusion training.

Our Framework

The Four Pillars of Psychological Safety

Inclusion Safety: Ensures that everyone feels welcomed and valued for their unique contributions, fostering a sense of belonging.

Learner Safety: Encourages curiosity and the sharing of ideas without fear of embarrassment or retribution, promoting growth and innovation.

Contributor Safety: Empowers individuals to use their skills and abilities to make a meaningful impact, recognizing their contributions.

Challenger Safety: Creates an environment where questioning the status quo is not only accepted but encouraged, driving continuous improvement and change.

Tactical Communication Skills

PEARL Statements

- **Partnership:** Expressing a collaborative stance to build alignment and shared purpose.
- **Empathy:** Demonstrating understanding and sharing the feelings of others to build trust and connection.
- **Acknowledgment:** Recognizing the experiences, challenges, or contributions of others to validate their perspective.
- **Respect:** Showing esteem for others' opinions and contributions, promoting a culture of mutual respect.

- **Legitimization:** Validating others' viewpoints and feelings, acknowledging their legitimacy in the context of the discussion.

Compassion and Tactical Empathy

- **Compassion:** Fostering a deep awareness of others' challenges or suffering combined with a desire to alleviate it, enhancing team cohesion and empathy.
- **Tactical Empathy:** Utilizing a strategic approach to empathy, understanding and reflecting others' feelings and perspectives to navigate conversations and conflicts effectively.

Implementing JEDI in Your Environment

Our JEDI Facilitation Framework is more than just a set of principles; it's a transformative approach tailored to meet the unique needs of your organization or community. Whether you're looking to enhance workplace culture, improve team dynamics, or foster a more inclusive community, our JEDI facilitators are equipped with the tools and expertise to guide you through the process.

Customized Workshops and Training

Engage with our range of workshops and training sessions designed to introduce and deepen the understanding of JEDI principles, the Four Pillars of Psychological Safety, and tactical communication skills. Each session is customized to address the specific challenges and goals of your organization or community.

Ongoing Support and Consultation

Our commitment to your JEDI journey extends beyond initial training. We offer ongoing support, consultation, and resources to ensure the sustainable implementation of JEDI principles and practices, fostering long-term growth and transformation.