

Regenstrief employees participate in 5-part DEI series

Regenstrief Institute provided employees with the opportunity to attend a diversity, equity and inclusion (DEI) series, presented by Brian Richardson Jr., the inaugural director for diversity, equity, and inclusion for the Indianapolis Colts.

Richardson, an award-winning diversity officer, has provided training and workshops both nationally and internationally on DEI-related content. Along with his position with the Colts, he works as an Adjunct Professor at Indiana University Bloomington. Over the course of his career, his experiences in the DEI space have intersected sports, public health, public policy, education, tech, non-profit organizations and corporate entities.

Richardson spoke during five different sessions, each covering a fundamental topic.

- Culture intelligence 101: The awakening
- How to improve emotional intelligence in the workplace
- Recognizing and addressing microaggressions
- Becoming an accomplice: Pushing past allyship
- Creating sustainable change

Through each conversational session, Richardson engaged participants in thought-provoking dialogue around race, gender, stereotypes, bias and microaggressions by incorporating DEI best practices and examining theoretical frameworks. He addressed diversity, equity and inclusion issues and challenges that impede progress at the organizational and individual level.

The goal of the series was to equip participants with the knowledge and skills to respond to difficult situations that may arise concerning issues of race, gender, identity and ability.