

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO





**Close your eyes and visualize
the following scenarios:**

Session Description

DEI is complex and heavily nuanced.

To fully utilize the ICF core competencies when addressing sensitive DEI related topics requires coaches to better understand their personal relationship to DEI and make a cognitive shift in mindset.

Through awareness and an inclusive mindset development plan, coaches will be able to fully leverage ICF core competencies to coach sensitive DEI related topics with courage and vulnerability.



Learning Objectives



**Gain insight
regarding the
different dimensions
of diversity and
current DEI
terminology.**



**Better understand
how mindset and life
experience influence
how people value
and interact with
differences.**



**Learn how to
become more
inclusive by
improving your
competence and
confidence
navigating
differences.**



**Start to create a
coach development
plan using the LEAD
Inclusively™
development model.**



Agenda



Definitions Everyone Should Know and Understand:

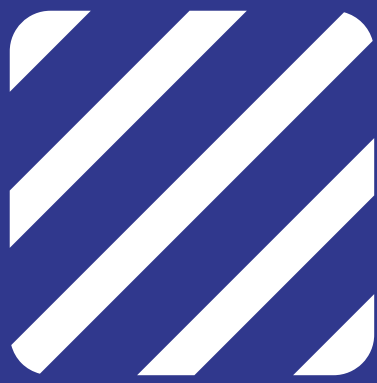
- Dimensions of Diversity Beyond Affinity
- Equality vs. Equity
- Inclusion

LEAD Inclusively™ Development Model

My DEI Coach Development Plan

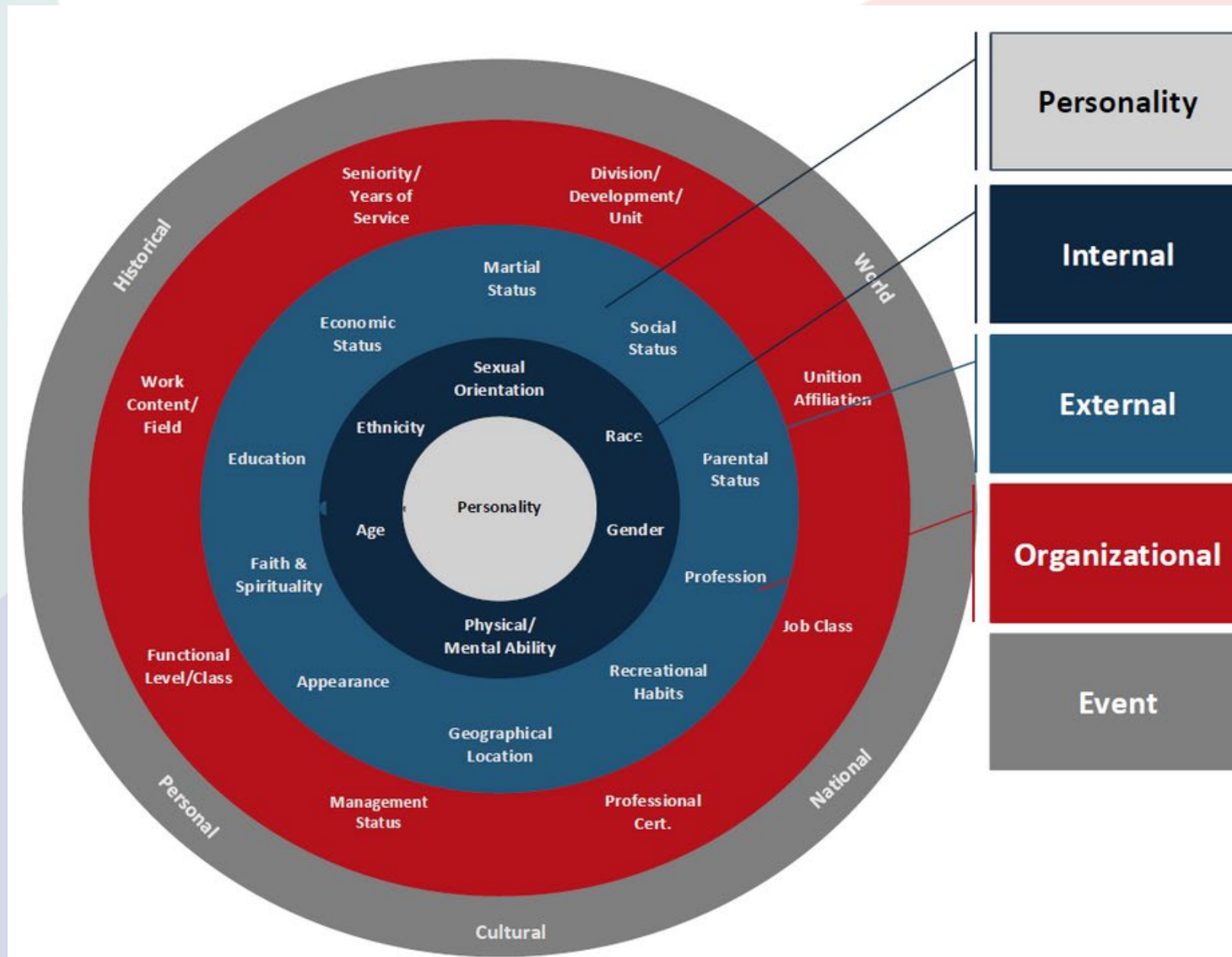
Session Close and Post Session Q&A





Definitions Everyone Should Know and Understand

Understanding Dimensions of Diversity



Diversity is “the collective mixture of differences and similarities” that includes for example:

- individual characteristics
- organizational characteristics
- values
- beliefs
- experiences
- backgrounds
- preferences
- behaviors

Understanding Dimensions of Diversity



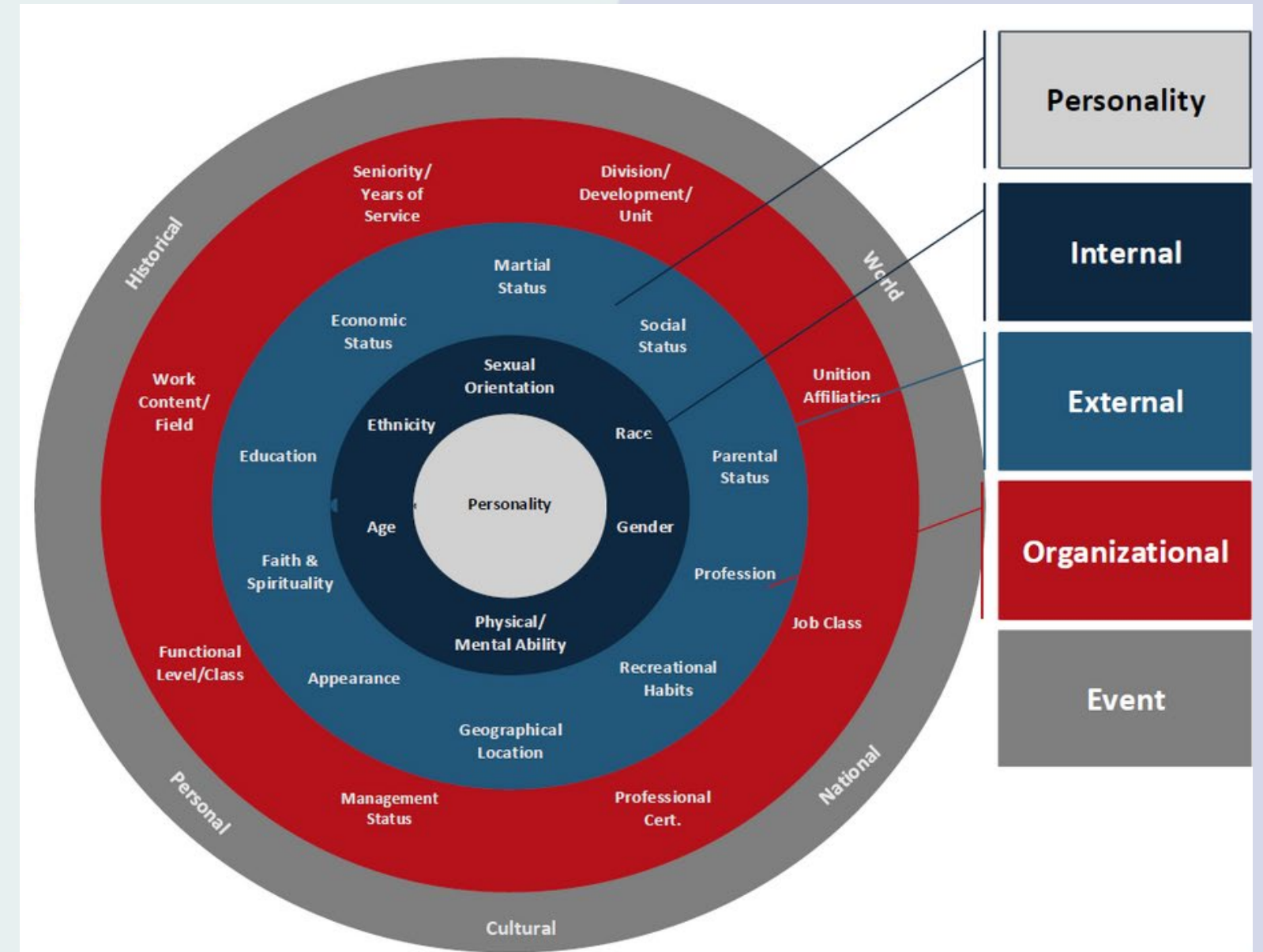
Who am I?

Connecting with our Personal Dimensions of Diversity

Step 1: Look at the “Diversity Wheel” and reflect on the dimensions of diversity that resonate with how you identify yourself.

Step 2: Write down the **top 5** things you think best describe who you are in your **current life stage** . Include some context around why you chose those dimensions.

*The descriptions don't have to line up with the categories on the wheel, but it can be helpful to think of them that way.



Who am I?

Connecting with our Personal Dimensions of Diversity

➔ **Share** your reflections.

➔ **Discuss** as a group how these dimensions of diversity influence how you show up day to day in your personal and professional life.

➔ **Answer** the following question and be ready to share insights with the large group:

How would understanding more about personal dimensions of diversity impact how you show up as a coach and how you engage with your clients?



The Important Difference Between Equality and Equity



The Important Difference Between Equality and Equity



Workplace Equality

- Workplace equality means treating everyone in the workforce the same.
- Workplace equality does not take demographic related needs into account

—and that can result in an

Workplace Equity

- Equity strives to identify the specific needs of employees —needs that are related to dimensions of diversity that are underrepresented in your workplace.
- It takes the varying needs of each group (not just the majority group) into account when designing policies, procedures, and workplace/team norms. It encourages integration vs. assimilation.



What is Inclusion and Why is it Important?

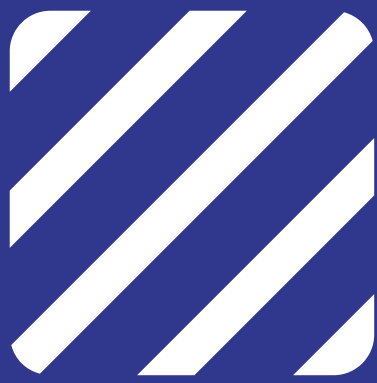
Inclusion

is the “the achievement” of a work environment in which all individuals are treated

- fairly and respectfully
- have equal access to opportunities and
- have equal access to resources

Development opportunities are equitable and support everyone’s ability to contribute fully to the organization’s success.





LEAD InclusivelyTM
Development Model

LEAD Inclusively™ Development Pillars

Learning

How can I get more information?

I am **CURIOUS** about DEI. I'd like to better understand why it's important and what to do.

Engagement

How does this relate to me personally?

I am **AWARE** that my mindset and biases can impact how I operate as a leader. I am committed to the self development necessary to more intentionally and effectively use inclusive behaviors in my interactions.

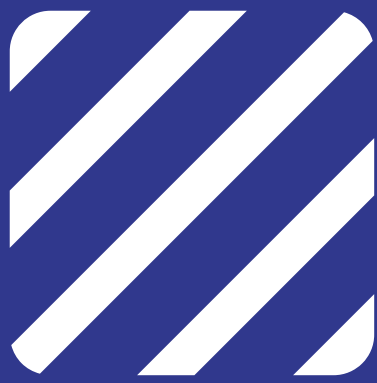
Allyship

How can I support DEI?
I am **COMMITTED** to creating an environment that allows everyone to feel valued, respected, heard and supported. Diversity, equity and inclusion is important, and I am comfortable expressing my opinion and support publicly.

Driving Change

How can I be a change agent?

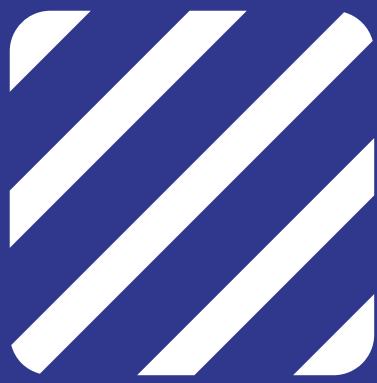
I am **CONFIDENT** that with some guidance I can make an impact. I am ready to use my power, influence, and resources to mobilize systemic changes that support DEI.



My DEI Coach Development Plan

Use this section to capture notes, reflect and complete activities during the session.

This image shows a single page of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page, leaving small margins at the top and bottom. There is no handwriting or other markings on the paper.



Recommendations for DEI Coaching Certifications

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How will you leverage what you learned today in your coaching?

Use the LEAD Inclusively™ Development pillars and questions below to reflect and plan.

Learning

How can I get more information? I am **CURIOUS** about DEI. I'd like to better understand why it's important and what to do.

What aspects of DEI do I need to learn more about and how do I gain this learning?

Engagement

How does this relate to me personally? I am **AWARE** that my mindset and biases can impact how I operate as a leader. I am committed to the self development necessary to more intentionally and effectively use inclusive behaviors in my interactions.

What development will I engage in to uncover my biases and increase my co-confidence and competence navigating a broad spectrum of differences?

Allyship

How can I support DEI? I am **COMMITTED** to creating an environment that allows everyone to feel valued, respected, heard and supported. Diversity, equity and inclusion is important, and I am comfortable expressing my opinion and support publicly.

What does allyship look like for me at this moment?

Driving Change

How can I be a change agent? I am **CONFIDENT** that with some guidance I can make an impact. I am ready to use my power, influence, and resources to mobilize systemic changes that support DEI.

How can I leverage my platform to support others?

Take time to reflect on where you see yourself within the LEAD Inclusively™ development pillars. Consider what opportunities you have to deepen your skills and practice in each area. Use this section as a guide for your continued growth beyond the conference.

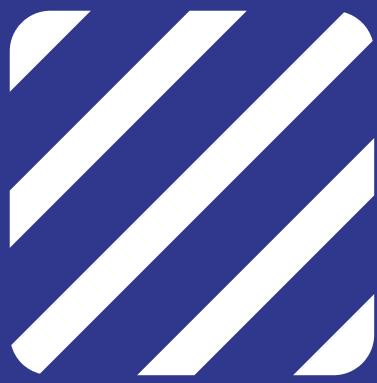
Recommendations for DEI Coaching Certifications

What to Look For

- **Accreditation:** Choose programs that are CCE-accredited to ensure they meet professional coaching standards.
- **Qualified Coaches:** Look for programs led by ICF-credentialed coaches with proven DEI expertise.
- **Comprehensive Curriculum:** Ensure the program covers key areas like diversity dimensions, inclusive leadership, and strategies for navigating differences.

The Confidence Network | Kristine Pérez-Foley, M.Ed PCC | <https://confidence-network.com/>





Session Close and Post Session Q&A

Post Session Q&A



The image features a large, stylized 'ICF' logo in white on a dark blue background. To the right of the logo, the text 'International Coaching Federation' is written in white. Below the logo, the website 'coachingfederation.org' is displayed in white. The background is a composite of a teal and yellow diagonal split, with a city skyline and palm trees visible on the right side.

ICF

International
Coaching
Federation

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