LaVada English

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Intercultural Development Continuum

What's your capacity to navigate differences? What's the organization's capacity to navigate differences? It's important to get a clear picture of where you are so you know the route most effective in getting you to "inclusive."

Our education framework is embedded in the scientific principles of the *Intercultural Development Inventory* otherwise known as the "IDI."

The IDI is a tool and a model that focuses on increasing intercultural relationships and overall capacity for difference. The instrument is used by thousands of individuals and organizations globally to build skills in navigating differences that support diversity, equity, inclusion and belonging efforts. In contrast to "personal characteristic" instruments, the IDI is a cross-culturally valid, reliable, and generalizable measurement along a five - orientation continuum (IDC). Learn more.

Intercultural Development Continuum (IDC™)
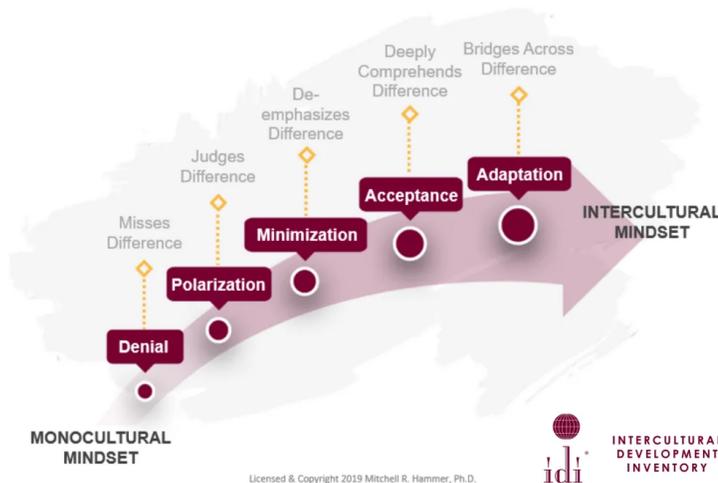
The Five Primary Orientations along what is referred to as the "Intercultural Development Continuum" help us understand if we are viewing differences through a *Monocultural Mindset* or *Intercultural Mindset.* This is a shift in the way we've been approaching Diversity Equity and Inclusion education. How we connect with concepts like "unconscious bias, microaggressions, and allyship have so much to do with where we are along this continuum. If you're ready to get "real'' with your perceptions and your organizational readiness, this journey will be life changing for you and the people around you.

Standard Program:
Includes one of each below.
- Key stakeholder planning consultation
- DEIB foundational education workshop with detailed overview of the Intercultural Development process
- IDI group and individual assessment
- IDI group and individual report analysis
- IDI group debrief
- IDI individual coaching session

Coaching Programs:
Includes post DEI foundational education, planning and coaching to assist with efforts in areas such as:
- Holistic leadership
- Diversity hiring and retention efforts
  · DEI practices and policies
- DEI metrics and data analysis