

COURSE TITLE:

# Make or Break Inclusion Moments

Move beyond using “inclusion” as a buzzword and learn to instill it as a practice and value.



## DESCRIPTION

Were you the last one picked in gym class? Or the only person who didn't get the invite to the biggest party of the year? We can all remember a time when we felt excluded for one reason or another. And while we may not have known what to do about it during our school days, today we've got resources (and if you don't actually have resources today, you will by the end of this session!)

In this workshop we'll identify key moments where inclusion in the workplace is critical and where you have the ability to ensure it happens. We'll help you understand different types of exclusion, recognize when exclusion is happening, and respond in an effective and affirming manner that promotes inclusion, curiosity, and understanding.

## OBJECTIVES

 90 MINUTES | VIRTUAL OR LIVE



### RECOGNIZE

Recognize what inclusion looks like - and what it doesn't look like



### IDENTIFY

Identify dominant identities within your organization



### DEMONSTRATE

Demonstrate effective techniques for promoting inclusion



### PRACTICE

Practice strategies that promote curiosity and discourse

# THE FLOW

## INTRODUCTION & CONTEXT

Our goal is to help participants support and enable inclusion through awareness of institutional power dynamics and application of practical strategies

5 MIN

## WARM UP: GROUP NORMS

Participants enter breakout groups with established "norms" that not all members are privy to. Notice the different experiences of those who know the norms and those who don't

10 MIN

## CRITICAL MOMENTS

Share research on workplace trends to inform group discussions on specific workplace scenarios where exclusionary behavior occurs more frequently

10 MIN

## IDENTITY AWARENESS

Discussion of dominant identities, discovery of dominant identities within the workplace, and understanding of impact on workplace culture and inclusion

15 MIN

## ILLUSTRATE INCLUSION

Groups work to create a picture of inclusion; what it looks like, feels like. Debrief how it relates to diversity and equity

10 MIN

## FOUR D'S

Review and practice implementing the 4 D's of bystander intervention in workplace scenarios

20 MIN

## FOSTERING CURIOSITY & CLOSE

Group review and partner practice of "preventive" actions that foster curiosity and discourse and reduce overall incidence of exclusion

20 MIN

EXPAND IT

- Equity practices for learning designers, multi-partiality for facilitators
- Stack it with Exploring Allyship & Disrupting Bias Behaviors