

INCLUSIVE
CONCEPTS INC





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INTRODUCTION

Creating an inclusive employee culture where all individuals feel valued and able to contribute to their full potential is no longer a nice-to-have - it's a basic requirement. **And it's one of the keys to unlocking the talent in your workforce.**

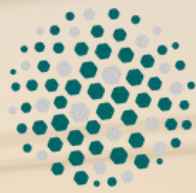


THAT'S WHERE WE COME IN.

Over our 20+ years working in Inclusion, Diversity, Equity and Accessibility (IDEA), we've seen IDEA efforts evolve from the earliest top-down corporate anti-discrimination policies to the latest fully integrated, high energy IDEA programs that engage and energize people at all levels of the organization.

This is where things really start to click - and we think it's where you want to be.





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LEARN, UNLEARN, RELEARN

INCLUSION - DIVERSITY - EQUITY - BELONGING



Courses

CREATING AN INCLUSIVE CLIMATE

Creating an Inclusive Climate is a course that combines Inclusion, Diversity, Equity, and Accessibility (IDEA) principles, and is meaningfully designed to hold participants accountable during their learning journey.

The course is divided into three 90-minute modules over a period of time that covers the following:

Module 1:

- IDEA Fundamentals and Terminology
- The Business Case
- Diversity Dimensions
- Commit To Action

Module 2:

- Cultural Intelligence
- Unconscious Bias
- Anti-Racism
- Privilege


Module 3:

- Bringing your authentic self to work
- Psychological Safety
- Allyship



Courses

LEADING WITH HEART



The Leading with Heart Course allows leaders to recognize where they are on their inclusion journey and helps to foster awareness and self-reflection. This course provides tangible resources and tools on how to move forward, so leaders can begin to identify and commit to actions. The course is designed to be offered over a one-year timeline with 90-minute modules per quarter. Here is what we cover:

Module 1:

- IDEA Fundamentals and Terminology
- The Business Case
- Diversity Dimensions
- Commit To Action

Module 2:

- Intersectionality
- Privilege
- Unconscious Bias
- Commit to Action

Module 3:

- Cultural Intelligence
- Microaggressions
- Allyship
- Psychological Safety

Module 4:

- Leading with HEART
- Commit to Action



We offer **curated and personalized** workshops that tap into a broad range of IDEA topics.

TOPICS INCLUDE:

- Conscious Inclusion
- IDEA 101
- Inclusive Hiring
- And others...



Inclusive Hiring

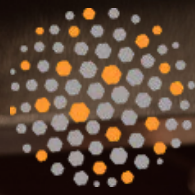
This workshop focuses on how Inclusion, Diversity, Equity, and Accessibility (IDEA) is an integral component of the recruitment process, and the ways in which it increases our talent pipeline. It is more important now than ever to attract and retain outstanding talent.

Understanding successful recruitment practices that are inclusive is not just a "nice to have" - it is a must. In order for us to foster innovation and increase our bottom line, we must commit to hiring individuals from various backgrounds that can introduce new thoughts and perspectives.

We will cover:

- Inclusion, Diversity, Equity and Accessibility fundamentals
- The benefits of inclusive hiring
- The legal implications
- Biases in the process and how they influence your hiring decisions
- Biases in the recruitment cycle
- Identify and commit to action

The workshop is intentionally designed to be interactive and engage with participants. Several methods will be used in this workshop including presenting, role playing, case studies, and table discussions.



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Inclusion, Diversity, Equity, and Accessibility Audit/Systems Review

- Conduct a baseline internal assessment
- Policies
- Processes (i.e., recruitment, total rewards, outreach, data measurement, accommodations, etc.).

Councils and Employee Resource Groups (ERG's)

- Support in the creation of ERGs and Councils
- Governance
- Toolkits

Self-Disclosure and Inclusion Surveys

- Collect, store, and manage workplace demographic data
- Analyze and present compiled data
- Provide recommendations on areas of opportunity

Developing IDEA Strategies

- Identify current strengths and opportunities for improvement
- Develop a multiyear strategic plan and roadmap to facilitate the implementation



learn.
unlearn.
relearn.

belonging.

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ANNUAL PARTNERSHIP

- Conduct a baseline internal assessment. Review the current state and analyze programs and approaches.
- Provide current best practices and tangible recommendations.
- Develop support materials for areas such as talent acquisition, internal and external communications, succession, and governance.
- Development of Employee Resource Groups and Inclusion Councils.
- Strategy and Roadmap Creation.
- Support for cultural celebrations and IDEA events.
- Provide access to a custom resource center for continuous learning.
- Conduct workshops for continuous learning.
- Access to monthly IDEA Newsletter

INCLUSION, DIVERSITY, EQUITY AND ACCESSIBILITY EVENTS

THERE'S NO BETTER WAY TO CELEBRATE OUR DIFFERENCES AND COMMITMENT TO INCLUSION, DIVERSITY AND BELONGING THAN BY HOLDING AN EVENT. THERE'S AN IMPORTANT ENERGY THAT COMES FROM BRINGING PEOPLE TOGETHER, WHETHER IN-PERSON OR VIRTUALLY.

So, whether it's finding a way to celebrate Pink Shirt Day, International Women's Day, National Indigenous Peoples Day, Orange Shirt Day or one of so many other important international and local celebrations, we will make sure the event you host is both fun and memorable.

Events can range from small education sessions, to large lobby events, to multi-day summits featuring workshops, moderated panels and plenary speakers.

- Help you decide what to celebrate and where to put your efforts
- Develop creative ideas and agendas for in-person and virtual celebrations
- Help you find and work with both external and internal speakers
- Lead event execution





*If you have any questions
or inquiries, contact:*
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or visit
www.inclusiveconcepts.ca