



INCLUSIVE
CONCEPTS^{INC}



LEARN, UNLEARN, RELEARN

INCLUSION - DIVERSITY - EQUITY - BELONGING



INTRODUCTION

At Inclusive Concepts we specialize in transforming workplaces by designing and implementing tailored strategies that foster diversity, equity inclusion, and belonging. Our team, comprised of passionate experts, guides organizations on a journey towards a more equitable future. From comprehensive assessments to building workplaces that not only embrace diversity but celebrate the unique strengths it brings.

OUR VALUES

At the core of our values, we embrace HEART to foster genuine connections.

Humility to acknowledge and learn from each other

Empathy to understand diverse perspectives

Authenticity to be true to ourselves and others

Resiliency to overcome challenges with strength, and

curiosi**T**y to continuously learn and relearn.

TOGETHER, THESE PRINCIPLES SHAPE A CULTURE THAT VALUES EVERY INDIVIDUAL, CREATING A WORKPLACE WHERE EVERYONE CAN TRULY BELONG.



WHAT IS INCLUSIVE LEADERSHIP TRAINING?

Our inclusive leadership training is designed to provide leaders in your organization with the knowledge and tools needed to foster a workplace that is not only diverse but truly inclusive. Led by seasoned facilitators, our training goes beyond awareness, providing practical strategies for creating an environment where every individual can thrive. Our instructor-led trainings offer:

COMPREHENSIVE UNDERSTANDING:

- Gain a deeper understanding of the concepts of Inclusive Leadership
- Explore the interconnectedness of these principles and their collective impact on organizational culture
- Foster a safe and accountable learning environment

INTERACTIVE LEARNING:

- Engage in dynamic discussions, case studies, and interactive activities to enhance learning

PRACTICAL STRATEGIES FOR INCLUSIVE LEADERSHIP:

- Equip leaders with actionable strategies to champion inclusivity and drive cultural change
- Develop leadership skills that prioritize equity and create a culture of belonging

EQUITY IN HIRING AND TALENT MANAGEMENT:

- Learn the role of how leaders can implement inclusive hiring practices and talent management strategies

MITIGATING UNCONSCIOUS BIAS:

- Identify and address unconscious biases that may hinder inclusivity

EFFECTIVE COMMUNICATION ACROSS DIFFERENCES:

- Learn communication techniques that bridge cultural and accessibility gaps

PROMOTING ALLYSHIP AND ADVOCACY:

- Explore the role of allies in creating an inclusive workplace
- Develop strategies for advocacy and allyship that empower individuals to support one another

Our instructor-led courses are not just sessions; they are transformative experiences that empower leaders to become advocates for inclusion, diversity, equity, and accessibility within their organizations and teams. Together, let's build a workplace where diversity is celebrated, equity is embraced, and everyone has equal access to opportunities.

INCLUSIVE LEADERSHIP COURSE

HUMILITY, EMPATHY, AUTHENTICITY, RESILIENCY AND CURIOSITY

WHO THIS IS FOR: LEADERS WITHIN THE ORGANIZATION

The Inclusive Leadership 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 action. Upon completion, participants receive a certificate of completion.

Objective:

The objectives of an inclusive leadership approach focus on fostering a diverse and equitable workplace where all employees feel valued, respected, and empowered. This involves creating an environment that encourages the contribution of diverse perspectives, promotes fairness in opportunities and decision-making, and actively addresses biases and barriers. Inclusive leadership aims to enhance team collaboration, innovation, and performance by leveraging the unique strengths of each individual. It seeks to build a culture of trust and belonging, where everyone can thrive and contribute to their fullest potential, ultimately driving organizational success and social responsibility.

Required Modules Include (3 Hour Duration - Virtual, In-Person or Hybrid):

Module 1:

- Introduction to Inclusive Leadership
- Assessing the Current State and Desired Future State
- Inclusive Leadership Traits, Current Practices and Development

Module 2:

- Check-In from Module 1
- Inclusive Leadership Traits and Implementation
- Creating Accountability for Future State
- Executing Change

CONTINUE YOUR LEADERSHIP JOURNEY

Inclusive leadership is an ongoing journey that requires continuous growth and commitment. While our comprehensive course provides a solid foundation, we recognize that true accountability and growth comes with sustained effort and learning. To support this, we offer additional sessions and workshops that are highly encouraged and designed to deepen your understanding and enhance your skills. They provide valuable insights and practical tools to help you navigate and lead inclusively in an ever-evolving workplace.

Explore a range of thought-provoking topics and practical strategies in our sessions, including:

- **Cultivating Inclusive Communication:** Enhance your communication skills to create an inclusive and respectful workplace culture.
- **Navigating Unconscious Bias in Leadership:** Learn how to recognize and mitigate unconscious biases to make fair and equitable decisions.
- **Fostering Authentic Team Collaboration:** Foster an environment of trust and collaboration by embracing authenticity and transparency.
- **Creating Equitable and Inclusive Work Environments:** Implement strategies to promote equity and inclusion at every level of your organization.
- **Leaning into Privilege:** Understand the concept of privilege and explore how you can leverage your privilege to advocate for marginalized groups.
- **Assuring and Monitoring Progress:** Develop mechanisms to track and assess progress towards diversity, equity, and inclusion goals.
- **Psychological Safety:** Cultivate a psychologically safe workplace where employees feel comfortable taking risks and expressing their authentic selves.
- **Supporting Neurodiverse Employees:** Learn how to create a supportive and inclusive environment for employees with diverse neurological profiles.
- **Mentorship and Sponsorship:** Harness the power of mentorship and sponsorship to advance diversity and inclusion initiatives and support underrepresented talent.

But that's not all! We're here to support you every step of the way. Schedule a personalized consultation with our experts to map out your unique leadership roadmap. Together, we'll identify your goals, address your challenges, and create a plan that suits your needs.

CREATING A WORKPLACE OF INCLUSION AND BELONGING COURSE

WHO THIS IS FOR: EMPLOYEES/INDIVIDUAL CONTRIBUTORS WITHIN THE ORGANIZATION

Creating a Workplace of Inclusion and Belonging is a course specifically crafted for employees, integrating Inclusion, Diversity, Equity, and Belonging (IDEB) principles. It is thoughtfully designed to ensure participants are held accountable throughout their learning journey.

This course aligns with the messaging of the Inclusive Leadership Training, ensuring consistent key messaging and language across the entire organization.

The course is facilitated as 4 x 2 hour modules delivered over a 12 month period (once/quarter), but can be adapted based on organizational needs.

The course covers the following:

Module 1:

- Understanding the Why?
- What is IDEB?
- Commit To Action

Module 3:

- The Traits of Inclusive Teams
- Psychological Safety
- Commit to Action

Module 2:

- Understanding Unconscious Bias
- Unpacking Cultural Intelligence
- Commit to Action

Module 4:

- Unpacking our Privilege
- Moving from Allyship to Advocacy
- Commit to Action

This course provides participants with ongoing resources including:

- 1 x 45 minute POD accountability discussions to practice and share learnings
- Pre and post work
- 3 month check-in after the last module

Upon completion, participants receive a certificate of completion.



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