

Inclusive Behaviours Workshop



www.inclusivegroup.co.uk

Introduction

With diversity a prominent topic in the media, and the benefits of an inclusive workplace widely discussed and documented, many organisations are exploring what inclusion and diversity mean for them. There may be some fear around these topics. Employees can feel uncertain about what it is acceptable to say and do.

There comes a point at which it is helpful to start a conversation amongst the employee base - to develop a shared awareness and language amongst their peer group and enable them to talk openly about these topics. They also need practical skills and approaches that will support them to make better choices about how they work together, in order to foster a more inclusive culture.

Our Solution

Our 60-minute virtual workshop for colleagues is highly engaging and interactive. We quickly get to the heart of some of the terminology and definitions to create clarity. Recognisable examples and scenarios are discussed and we invite input from the participants to make it real. Practical tips and actions are shared to help your individual contributors plan ways to behave more inclusively in their day-to-day relationships and interactions

Objectives

Participants will gain an understanding of what is meant by inclusive behaviour and how they can make changes in their day-to-day interactions to foster greater belonging. They will:

- Understand how diversity and inclusion is relevant to them and their business settings
- Learn what gets in the way of being more inclusive, and how to address this
- Discover how to create greater belonging in teams
- Develop a shared 'language' that enables them to continue the conversation beyond the workshop with their colleagues
- Commit to take action.

Content

- Context and outcomes
- Definitions of inclusion & diversity and how they link to your colleagues, clients and competitors
- Unconscious bias – what it is, why we have it and the implications for inclusive behaviour. Includes examples of common workplace biases and associated actions
- Impact and consequences of behaviour that includes or excludes others. Includes understanding appropriate behaviour and exploring some 'risk' situations
- Practical tips and actions to create inclusion and belonging
- Personal commitments.



Diversity training programs come in many shapes and sizes: educational vs. experiential, voluntary vs. mandatory, inspirational vs. shaming. At its best (voluntary, experiential, inspiring, and practical), training raises awareness, surfaces previously unspoken beliefs, and creates a shared language to discuss diversity and inclusion on a day-to-day basis. These objectives are a positive and important first step in the change journey.

Juliet Bourke, Deloitte Insights

Working with Inclusive Group

Inclusive Group will partner with you to tailor the workshop to your context. This involves a 45-minute discovery meeting where we will seek to learn from you:

- The background to inclusion and diversity in your organisation – previous, ongoing and planned initiatives
- An overview of the participant group(s) – roles, functions, methods of working, outcomes, etc.
- Specific examples relevant to your participants that we can include in the workshop
- Anything else you need that pertains to the successful delivery of the workshop(s).

Assumptions

- Virtual delivery via Zoom or Teams
- Suitable for up to 25 participants
- One discovery meeting will usually suffice for the delivery of multiple workshops
- This workshop is suitable as an introductory level workshop for your individual contributors. Please contact us to discuss how it might complement and extend any previous and current EDI activity.

Follow-Up

This workshop is complementary to our 90-minute Inclusive Leadership workshop for people leaders.