

Acting Inclusively

Harnessing the power of uniqueness and belonging

Most Diversity & Inclusion courses focus solely on thoughts and theories. Acting Inclusively shares evidence-based practices and utilizes active learning to teach and reinforce actions and behaviors that help teams harness the power of diversity while maintaining a culture of engagement, belonging, and acceptance. In this course, learners will examine their own attitudes before understanding how to move beyond attitudes to actions that promote diversity and inclusion.

This one-week course is ideal for:

- Individual Contributors & People Managers
- HR & Diversity Practitioners
- Senior Leadership

Developed in Partnership with



Learners will:

- Complete assessments to determine current Diversity & Inclusion actions and attitudes
- Understand and practice behaviors that support engagement and encourage innovation
- Utilize proven tools and techniques that support inclusive behavior in the workplace

Author



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AUTHOR of "Inclusify: The Power of
Uniqueness and Belonging to Build
Innovative Teams"

Course Outline

DAY 1

Making the Case

- Diversity & Inclusion Actions and Attitudes
- What Factors are Required for People to Feel Included
- Why Many Companies Still Have Work to Do
- What Holds Us Back
- Practicing Empathy

DAY 2

Uniqueness

- Fear of Being You
- Shine Bright Like a Diamond
- Use the Identity Wheel
- Uniqueness in the Workplace
- How to Encourage Uniqueness
- Practicing Amplification

DAY 3

Belonging

- Where Everybody Knows Your Name: Belonging
- Who Can You Include?
- Uniqueness/ Belonging Scale
- Culture Swap
- How to Encourage Belonging

DAY 4

Path to Inclusifying

- A Case for Action
- Three Lessons to Get on the Path to Inclusifying
- What are your Headwinds and Tailwinds
- Inclusify Toolkit
- Bystander Activity

DAY 5

Interactive Capstone

- Cohort members, faculty and a moderator synthesize learnings from the week and develop insights for next steps.