



Outward Inclusion

AN OUTWARD APPROACH TO EQUITY, DIVERSITY, INCLUSION, AND BELONGING

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Too many organizational efforts to address equity, diversity, and inclusivity focus on behaviors alone. The marginalizing and discriminatory behaviors you are trying to eradicate are behavioral manifestations of a deeper issue—mindset. If you engage in change efforts that do not change mindset—the fundamental way we see and regard others—nothing will change. Arbinger’s Outward Inclusion workshop equips organizations with the tools to address the mindset and behaviors that get in the way of creating an inclusive workplace that promotes equity, celebrates diversity, and fosters real belonging.

The *Outward Inclusion* workshop guides participants through a process of self-discovery to uncover unconscious bias and become equipped with practical tools to drive equity and inclusion within their teams and across the organization.

Addresses intersectionality and inclusion among all groups rather than a few

Focused on mindset change and behavior change instead of behavior-only

Use of authentic, real-life stories and experiences and not sterile, scripted role-play

Calls people “in” to participate in dialogue instead of calling “out” for lacking understanding

Creates a psychologically safe environment and enthusiasm for change

Focused on self-discovery through participation & dialogue

Program Format

Outward Inclusion is a one-day workshop delivered in two sessions. Members of all levels of the organization are invited to engage in session one which requires no prerequisite. They will engage in transformational conversations that change the way they see those around them. The second session—*Outward Inclusion for Leaders*—builds on session one by providing practical tools for leadership to implement to enact lasting change. Leaders must attend both sessions.

Participants will receive exclusive access to the interactive digital *Outward Inclusion* handbook. Printable materials are available for an additional cost.

Outward Inclusion Train-the-Trainer is a one-day workshop that prepares participants to act as discussion leaders in their organizations. Attending *Outward Inclusion* and *Outward Inclusion for Leaders* is a prerequisite.

Learning Objectives

Outward Inclusion

- Create conditions that foster safe, honest, self-reflective, and productive dialogues
- Understand the origin and progression of bias
- Explore stereotyping, labeling, and exaggerating differences and their impact
- Apply frameworks and tools to reduce bias and influence change

Outward Inclusion for Leaders

- Understand the value of diversity and the dangers of tokenism
- Develop a practical and healthy way to promote diversity
- Identify and correct practices and structures that erode equity and inclusion
- Apply frameworks and tools to improve equity and create a culture of belonging