



WORKPLACE INCLUSION NETWORK

A PROGRAM OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

2018 SESSIONS OVERVIEW



SESSION 1: FEBRUARY 21, 2018 BEYOND BLACK & WHITE: EXPANDING THE RACE CONVERSATION

Alexander Cena

With shifting demographics and increased globalization, traditional conversations around race must be expanded. This workshop will share demographic trends in the Richmond region and engage participants in conversations about how to have more expansive and inclusive conversations on issues of race, ethnicity, and culture. They will leave with skills and tools to broaden their work on race within their organizations.

Outreach Program
Coordinator
Virginia Center
for Inclusive
Communities



SESSION 4: AUGUST 15, 2018 MICROAGGRESSIONS IN THE WORKPLACE

Jonathan Zur

Microaggressions have been defined as “brief and commonplace daily verbal, behavioral, or environmental indignities.” While they may not result in formal complaints or lawsuits, they do have consequences when it comes to morale, engagement, and retention. This session will explore the concept of microaggressions and will help participants identify effective strategies to prevent and interrupt these indignities when they arise in the workplace.

President & CEO
Virginia Center
for Inclusive
Communities



SESSION 2: APRIL 18, 2018 EXPLORING INTERSECTIONALITY

Charm Bullard

Intersectionality recognizes each person's multiplicity of identities and the links within and across identities. Through a deeper understanding of intersectionality, individuals can better understand bias and more effectively build pathways to inclusion. This workshop will help participants explore the concept of intersectionality and apply this framework both to their personal practice and to how their organizations approach diversity and inclusion.

Director of Programs
Virginia Center
for Inclusive
Communities



SESSION 5: OCTOBER 17, 2018 RELIGIOUS DIVERSITY AND THE DECEMBER DILEMMA

Amandeep Singh Sidhu

Religion and spirituality show up in the workplace in overt and subtle ways on a regular basis, from observed holidays, to employee attire and jewelry, to office decorations and foods, and even to informal discussions among colleagues. These expressions of faith can be opportunities to come together, or they can create deep divisions that impact employee satisfaction and retention. This session will consider strategies to promote respectful religious pluralism in the workplace.

Co-Founder
The Sikh Coalition



SESSION 3: JUNE 13, 2018 NAVIGATING DIFFICULT DIALOGUES IN THE CURRENT POLITICAL CLIMATE

Sarah Cribbs

Employees are increasingly calling on their workplaces to provide opportunities to grapple with difficult current events. When carefully crafted and facilitated, these dialogues have the potential to improve morale, engagement, and productivity. This workshop will help participants consider when and how to hold constructive conversations around current events. It will also offer best practices to ensure that these dialogues are meaningful for participants and value-added for the organizations.

Assistant Professor
Randolph-Macon
College



SESSION 6: DECEMBER 12, 2018 WIN SUMMIT: MOVING FROM AWARENESS TO ACTION

The Virginia Center for Inclusive Communities will facilitate a half-day session that will help participants explore how to move from awareness to action. Best practices will be highlighted and extended time will be provided for networking across organizations. In addition, case study scenarios will provide opportunities to apply learning. Participants will leave this session with ideas and plans to bring their heightened awareness back to their workplaces.

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Virginia Center
for Inclusive
Communities