



A PROGRAM OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

2022: BEYOND THE BUZZWORDS

SESSION 1: FEBRUARY 23, 2022

BEYOND THE BUZZWORDS

The words to describe work on diversity, equity, and inclusion are always evolving. However, many of the terms are overused and inconsistently understood. In this session, participants will have the opportunity to think about the words we use, the words we are continuously learning, and the words being used to divide. This session aims to go beyond the buzzwords and help participants navigate terminology, learn the history behind these terms, and ultimately discover avenues of mutuality in the midst of a divisive climate.

SESSION 2: APRIL 13, 2022

THE GREAT RECRUITMENT

2021 saw many companies lose employees due what is now known as the “Great Resignation.” Experts estimate millions of people globally, from frontline workers to senior level executives, voluntarily quit their jobs in search of work that more closely aligned with their personal and professional goals. From this “Great Resignation” comes a “Great Recruitment”. This workshop will explore innovative and thoughtful ways employers can recruit and retain a workforce that is increasingly diverse and ready to contribute to an inclusive workplace.

SESSION 4: JUNE 15, 2022

INCLUSIVE MENTORING AND COACHING

Mentoring and coaching are effective and beneficial for all employees, and are shown to improve retention and workplace satisfaction. This session aims to fortify mentoring and coaching practices in order to optimize inclusivity in workspaces and communities. Participants will consider the tenets of inclusive mentoring and coaching and explore ways to foster a culture that supports these practices. They will also have an opportunity to practice intentionality and explore methods aimed toward the benefit of community members from marginalized identities.

SESSION 5: AUGUST 24, 2022

ABCS OF AN INCLUSIVE WORKPLACE: ACTIVE BYSTANDER CULTURES

Have you ever witnessed an uncomfortable encounter in a professional context and wished you knew how to intervene? As demographics in the workplace become more diverse, organizations are increasingly grappling with this question. In this workshop, participants will explore the concept and best practices of an active bystander culture that both prevents and effectively addresses bias in the workplace. Attendees will leave with increased knowledge about strategies for bystander intervention, along with tangible skills to speak up and speak out.

SESSION 4: OCTOBER 26, 2022

UNDERSTANDING NEURODIVERSITY IN THE WORKPLACE

Neurodiversity refers to variation in the human brain regarding sociability, learning, attention, mood and other mental functions in a non-pathological sense. Neurodiversity is an increasing area of focus within the context of understanding diversity, equity, and inclusion in the workplace. Increasingly, workplaces are considering what they can do to include and engage neurodiverse employees and clients. This workshop will explore this topic and provide participants with an opportunity to consider what their organization can do to support an environment that is inclusive of neurodiversity.

SESSION 5: DECEMBER 14, 2022

MOVING FROM AWARENESS TO ACTION

To conclude the 2022 Workplace Inclusion Network program series, this workshop will help participants explore how to move from awareness to action. Through interactive, facilitated discussion, participants will reflect on their learning from the past year in the WIN program and through their own diversity, equity, and inclusion journeys. They will have the opportunity to share experiences they have had applying their learning, hear from others, and identify personal action plans to continue raising awareness and promoting inclusion within their organizations.