



**WORKPLACE
INCLUSION
NETWORK**

A PROGRAM OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

2024

Constructive & Inclusive Dialogue

Constructive and inclusive dialogue has been a cornerstone of the Virginia Center for Inclusive Communities' work dating back to our founding in 1935. At a time of great separation due to the pandemic and political polarization, the 2024 Workplace Inclusion Network is designed to provide frameworks, tools, and resources to support dialogues that can (re-)build community. Participants will have the opportunity to connect with others across a range of industries and learn about best practices to that they can apply within their organizations.

SESSION 1: FEBRUARY 28, 2024

TOOLS FOR EFFECTIVE DIALOGUE *VIRTUAL | 12:00PM – 1:30PM*

Effective dialogue can help create transformative relationships and interactions beyond surface-level discussions, enabling individuals to connect, appreciate diverse perspectives, and explore deeply ingrained beliefs. This session provides participants with practical tools and strategies to navigate challenging dialogues. Participants will acquire the skills to address even the most sensitive subjects through productive and respectful dialogue.

SESSION 3: IN-PERSON

INCLUSIVE FACILITATION SKILLS

JUNE 26, 2024 **JULY 10, 2024**
12:00PM – 2:00PM OR **12:00PM – 2:00PM**
RICHMOND **HAMPTON ROADS**

Facilitation skills are key to fostering workplace inclusion. In this session, participants will consider ways to guide conversation and model intentional inclusion during discussions. Further considerations will include how to guide and lead inclusive conversations, and acknowledge group dynamics to facilitate effectively. Participants will leave with a greater sense of how to foster belonging in the workplace through inclusive facilitation.

SESSION 2: APRIL 17, 2024

PROCESSING KEY MOMENTS *VIRTUAL | 12:00PM – 1:30PM*

In moments of crisis and conflict, employees often look to their colleagues and organizations for support. Sometimes, workplaces put out public or internal statements after key moments. At other times, they may need to provide opportunities for dialogue and healing. In this workshop, participants will consider individual and organizational approaches that can be taken to process key moments. Resources and strategies to make workplaces more inclusive will be highlighted.

SESSION 4: NOVEMBER 20, 2024

BUILDING INCLUSIVE TEAMS *VIRTUAL | 12:00PM – 1:30PM*

Workplace inclusion is the hallmark of a successful team that produces a high-quality product consistently. Inclusive teams thrive in effective communication, meeting client needs, understanding multiples viewpoints, and retaining a diverse workforce. In this workshop, participants will consider strategies and frameworks for building and retaining inclusive teams.

*****New benefit this year: Each WIN membership comes with complimentary registrations at 2024 Virginia Inclusion Summit!**