

**TAKING ACTION TO  
ADVANCE INCLUSION**



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**3 C'S FRAMEWORK**



**Confirmation:** Create enough safety and support for people to take emotional, social, psychological, and intellectual risks. Establish trust and build rapport.

**Contradiction:** Encourage growth by helping participants construct new and more complex understandings of themselves and society.

Source: Diane Goodman

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**3 C'S FRAMEWORK**



**Continuity:** Integration of knowledge and awareness. Participants should build sense of empowerment and possibility.

Source: Diane Goodman

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## SETTING NORMS



In order to have a productive session...

- What do you need to **leave** behind?
- What do you hope to **get** from others?
- What do you pledge to **give** to others?

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## DISCUSSION PROMPTS



- Share your full name (first, middle, and last) and the origin and meaning of your names if known.
- **What makes it hard to take action to advance inclusion within institutions?**
- **What helps you to take action to advance inclusion within institutions?**

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## COMMON TRAPS



- Don't know where to start so don't ever start
- **Fear of how people will respond results in never taking action**
- Never-ending data collection
- **Meetings and commissions but no action**
- Bouncing from one issue to another
- **Big ideas, little infrastructure**
- Inability to make ideas actionable
- **Lots of activities but no coherence or strategy**

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# MATURITY MODEL



UNAWARE	COMPLIANT	STRATEGIC	INTEGRATED	DISRUPTIVE
<p><b>Organization</b> No desire to address DEI. No policies in place.</p> <p><b>Leadership</b> Unaware/uninterested in DEI. Maintain the status quo.</p> <p>"What's the point of DEI?"</p>	<p><b>Organization</b> Addresses DEI only as far as legally required. Basic data collected. Baseline policies development.</p> <p><b>Leadership</b> Does not own DEI responsibility. DEI responsibility usually sits with a select few (Le. HR).</p> <p>"DEI has to be done so we do it."</p>	<p><b>Organization</b> DEI is a strategic objective for the organization. KPIs are developed and achievement tracked.</p> <p><b>Leadership</b> All leaders own and communicate the DEI strategy throughout the organization. Leaders held accountable for KPIs.</p> <p>"DEI is important to our success."</p>	<p><b>Organization</b> All policies and practices reflect and reinforce DEI strategy. Organization actively supports underrepresented groups.</p> <p><b>Leadership</b> Leaders have strong DEI knowledge and integrate this in all activities.</p> <p>"DEI is part of everything we do."</p>	<p><b>Organization</b> Actively supports DEI and demonstrates leading action in this area. Innovative and courageous in challenging the status quo.</p> <p><b>Leadership</b> All leaders challenge their own thinking and the thinking of others.</p> <p>"We're leading DEI best practice."</p>

Sources: Adapted from LB Hannahs & Talent Maps

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# AREAS OF ACTION



- Communication (internal and external)
- Policies and procedures
- Professional development
- Recruitment and hiring
- Structures (staffing, council/committee, ERGs, etc.)
- Other

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# CLOSURE



- **WHAT:** What is something I learned during this workshop?
- **SO WHAT:** Why is this topic important for my workplace?
- **NOW WHAT:** What is something I commit to doing based on this workshop?

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## SPREAD THE MESSAGE



#inclusiveplace

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## STAY IN TOUCH



**VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES**

(804) 515-7950 | (757) 390-0720

[contact@inclusiveVA.org](mailto:contact@inclusiveVA.org)

[www.inclusiveVA.org](http://www.inclusiveVA.org)

**Facebook:** [www.facebook.com/inclusiveVA](http://www.facebook.com/inclusiveVA)

**Instagram:** [inclusive\\_VA](https://www.instagram.com/inclusive_VA)

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