

### **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.

2

# **3 C'S FRAMEWORK**



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

3

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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?

4

#### **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?

5

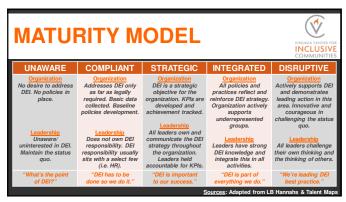
## **COMMON TRAPS**



- 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

6

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7

### **AREAS OF ACTION**



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

8

# **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?

9

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10



11