



2025 Theme: DEI Headwinds and Tailwinds

The past few years have been a period of great change in Virginia and across the country when navigating diversity, equity, and inclusion (DEI). There have been major advances – and also significant challenges. The 2025 Workplace Inclusion Network will explore “DEI Headwinds and Tailwinds,” giving participants the opportunity to reflect on recent trends, connect with colleagues across industries, and explore best practices for how to advance inclusion within their organizations.

SESSION 1: FEBRUARY 26, 2025 VIRTUAL | 12:00PM – 1:30PM

OVERCOMING A CULTURE OF FEAR

Many organizations are grappling with the headwinds of fear, resistance, and uncertainty that can slow progress on diversity, equity, and inclusion initiatives. This session will explore how fear manifests in workplace cultures - whether through hesitancy to address “uncomfortable” topics, fear of making mistakes, or reluctance to challenge the status quo. Participants will engage in practical discussions on overcoming these barriers and creating environments where inclusion can thrive.

SESSION 2: APRIL 30, 2025 VIRTUAL | 12:00PM – 1:30PM

LEVERAGING DATA TO ADVANCE DEI

Organizations often rely on data when making important decisions, but what could be possible if they engaged with it consistently? In this workshop, participants will explore ways to collect and analyze data to support and measure the DEI efforts at their organizations. They will also consider how data can show bias, and ways individuals may be biased against data. By the end of this session, participants will consider ways to apply what they learned in order to better measure and improve organizational outcomes.

SESSION 3: IN-PERSON (HAMPTON ROADS OR RICHMOND)

JUNE 25, 2025 HAMPTON ROADS | 12:00PM – 2:00PM or JULY 9, 2025 RICHMOND | 12:00PM – 2:00PM

MAKING THE CRUCIAL CASE FOR DEI IN THE WORKPLACE

In today’s rapidly evolving workplace, diversity, equity, and inclusion initiatives are more critical than ever. This workshop delves into the compelling reasons why DEI should be at the forefront of organizational strategy and what is at risk if these efforts are sidelined. Participants will explore the tangible benefits of robust DEI programs and the potential repercussions of neglecting or dismantling them. Through group insights, real-world examples, and interactive discussions, participants will be guided through strategies and best practices for making the case for DEI.

SESSION 4: NOVEMBER 19, 2025 VIRTUAL | 12:00PM – 1:30PM

EMERGING ISSUES IN DEI

As organizations navigate a landscape of social change and heightened awareness, understanding and addressing emerging issues in diversity, equity, and inclusion has become essential for success. This workshop dives into the latest trends and challenges within the DEI space, highlighting why staying ahead of these issues is vital for fostering a healthy workplace culture. Participants will explore how shifting social expectations and diverse workforce needs impact their organizations and learn how to adapt effectively.

***** Once again this year, each WIN membership comes with complimentary seats at the September 4, 2025 Virginia Inclusion Summit!**