



A PROGRAM OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

2026

The 2026 Workplace Inclusion Network will explore ways for organizations to sustain their commitment to fostering inclusion and success in the current climate. Building on a [framework from Catalyst](#), the WIN series will help participants consider the best response for their organization and how they can personally contribute to an increased sense of belonging for all. Sessions will share actionable frameworks and tools, while also providing an opportunity to connect with professionals from across Virginia.

SESSION 1: FEBRUARY 25, 2026 VIRTUAL | 12:00PM – 1:30PM

FIGHT: FUELING THE FIRE

This workshop will explore best practices and strategies that empower individuals to sustain current inclusion & belonging efforts while advocating for deeper, more transformative change. Participants will consider how to effectively make the case for inclusive workplaces, both at a broad level and in support of specific initiatives. They will also examine the balance of risk and reward in workplace advocacy, and consider how both employees and organizations can navigate that tension with intention and integrity.

SESSION 2: APRIL 29, 2026 VIRTUAL | 12:00PM – 1:30PM

FLIGHT: FACING THE FADING EFFORTS

Many organizations have faced pressure to scale back or reframe their inclusion efforts due to political, economic, and cultural shifts. This workshop will support those who are curious about or grappling with how to sustain meaningful work to advance inclusion in the face of retreat or resistance. Through interactive discussions, data exploration, and case studies, participants will consider the risks of disengagement. They will leave the workshop with actionable strategies and frameworks they can use to maintain momentum and alignment with their institution's policies and values.

SESSION 3: JUNE 24, 2026 VIRTUAL | 12:00PM – 1:30PM

FINESSE: FINDING YOUR FLOW

As organizations evaluate and update their work to advance inclusion, leaders must reflect on both the business and moral case to determine their path forward. In this workshop, participants will explore adaptive leadership techniques, communication frameworks, and values-based decision-making. Through frameworks, case studies, and structured dialogue, they will learn how to reaffirm their commitments and foster resilient, inclusive cultures. This workshop emphasizes practical tools for aligning organizational goals with inclusion-driven practices.

SESSION 4: IN-PERSON (RICHMOND OR HAMPTON ROADS)

DECEMBER 2, 2026 RICHMOND | 12:00PM – 2:00PM or **DECEMBER 9, 2026 HAMPTON ROADS | 12:00PM – 2:00PM**

FORECAST: FRAMING THE FUTURE

This workshop invites participants to move beyond reactive inclusion efforts and toward intentional, future-focused design. As institutions navigate demographic shifts, evolving cultural norms, and a complex political landscape, inclusion must be embedded not just in today's practices, but in tomorrow's possibilities. Through strategic foresight, systems mapping, and collaborative exploration, participants will examine how to build inclusive infrastructures that are resilient, adaptive, and ready for what's ahead.

****** Once again this year, each WIN membership comes with complimentary seats at the September 3, 2026 Virginia Inclusion Summit!***