WORKPLACE INCLUSION NETWORK 2027

A PROGRAM OF THE VIRGINIA CENTER FOR INCLUSIVE COMMUNITIES

The 2027 Workplace Inclusion Network (WIN) will focus on Inclusive Impact, exploring four areas where organizations can strengthen inclusion and improve outcomes. Sessions will provide practical tools, actionable frameworks, and opportunities to connect with professionals across Virginia committed to advancing workplace inclusion.

SESSION 1: FEBRUARY 24, 2027 *VIRTUAL | 12:00PM – 1:30PM*

INCLUSIVE IMPACT: RECRUITMENT & RETENTION

This interactive workshop explores how workplace professionals can strengthen inclusive impact by building recruitment and retention strategies that attract, engage, and support the best talent. Participants will learn practical approaches for reducing bias in hiring, expanding talent pipelines, and creating workplace environments where employees feel valued and empowered to succeed. Through practical examples and actionable tools, attendees will identify opportunities to improve employee experience, increase retention, and foster a culture of belonging. Participants will leave with concrete strategies they can implement to drive sustainable organizational success through inclusive talent practices.

SESSION 2: APRIL 28, 2027 *VIRTUAL | 12:00PM – 1:30PM*

INCLUSIVE IMPACT: COMMUNICATION & OUTREACH

Effective communication plays a critical role in an organization's ability to build stronger connections with the people they serve, support, and employ. This interactive workshop is designed for organizations seeking to make their outreach and engagement efforts more accessible and responsive to the needs of those they serve. Attendees will explore how inclusion can be intentionally woven into communication practices, outreach efforts, and community engagement strategies. In addition, they will have opportunities to identify and reduce barriers to participation, elevate diverse perspectives, and create experiences that help people feel seen, valued, and connected.

SESSION 3: JUNE 30, 2027 *VIRTUAL | 12:00PM – 1:30PM*

INCLUSIVE IMPACT: EMPLOYEE SATISFACTION

Employee satisfaction is a key driver of engagement, retention, and organizational success. This workshop will support professionals seeking to better understand factors that influence how employees experience their workplace. Attendees will explore how inclusive workplace practices contribute to employee satisfaction, trust, and a stronger sense of belonging. They will also examine strategies for gathering meaningful feedback, responding to employee needs, and fostering environments where individuals feel empowered to contribute their best work. By the end of the session, participants will be equipped with tools and strategies to support a more inclusive and engaged workplace culture.

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

DECEMBER 8, 2027 *HAMPTON ROADS | 12:00PM – 2:00PM or* **DECEMBER 15, 2027** *RICHMOND | 12:00PM – 2:00PM*

INCLUSIVE IMPACT: LEADERSHIP DEVELOPMENT

Inclusive leadership plays a critical role in shaping workplace culture, employee engagement, and organizational success. During this session, participants will reflect on their own experiences with inclusive leadership while considering the perspectives and experiences of others. They will be introduced to frameworks, practices, and strategies that support inclusive leadership development. Attendees will also examine common barriers to inclusion and identify opportunities to foster greater belonging, collaboration, and psychological safety across diverse teams. Through discussion and experiential learning activities, participants will explore how to advance inclusive leadership in their day-to-day work and within their organizations.

****** Once again this year, each WIN membership comes with complimentary seats at the September 2, 2027 Virginia Inclusion Summit!***

Virginia Center for Inclusive Communities
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