

COURAGEOUS INCLUSION™

Learning Design 35-Minute Online Overview with Debrief

OVERVIEW

DISCUSSION QUESTIONS

Discover Courageous Inclusion

- Welcome
- Learning Objectives
- Why Inclusion Matters
- Courageous Inclusion Mindset
- Courageous Inclusion Model

What will you do to challenge your perspectives as a result of learning more about the value of inclusion and the Courageous Inclusion mindset? Have you ever felt excluded? How did that impact your attitude and motivation?

Stage 1—Unaware

- Unaware
- Unconscious Bias

What can you do to embrace the Courageous Inclusion mindset as you start learning about an inclusion issue? How does understanding more about unconscious bias help you become more inclusive?

Stage 2—Aware

- Aware
- Privilege

As you start learning more about an inclusion issue, what will you do differently? How does understanding about privilege change the way you see and interact with people?

Stage 3—Active

- Active
- Taking an Organizational Approach

How can you reach out to others to combine efforts toward taking action on inclusion issue? How can you apply the Courageous Inclusion mindset on an organizational level to help create a culture of belonging?

Stage 4—Advocate

- Advocate
- Taking an Organizational Approach

How can you use your voice and privilege on behalf of others and take strategic action to help change things for the better in your team and organization? What can you do to amplify the voices of marginalized people?

Next Steps

- Action Planning

How do you plan to learn about a specific inclusion issue and/or take action? As you approach creating your action plan, how will you challenge your perspectives, embrace differences, and value fairness for all?

Summary

- Quiz

Describe your most impactful takeaway in Courageous Inclusion. How has your mindset changed?