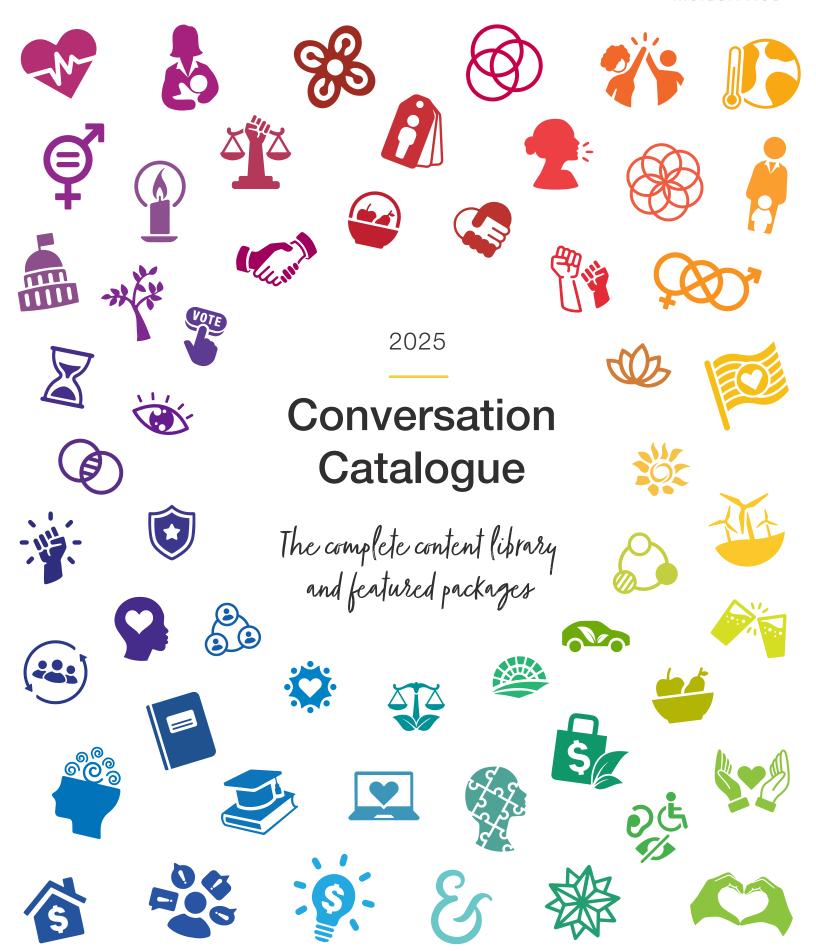


inclusivv.co



Meet Inclusiv

For the past decade, we've been bringing people together for courageous conversations. We believe that intentional, structured conversation is the key to bridging divides and building connection across differences.

We've witnessed the power one single conversation can have. And we've seen how a greater sense of belonging can shift significantly through repeated conversations. That's why we want more organizations to have the tools to host meaningful dialogues in the workplace and in the community.

This latest edition of our catalogue shows our evolution over the past few years.

- A whole new Civility series including workshops that foster kindness and respect
- A new Core Values series that builds on the success of Trust and Belonging
- A new Well-Being Series that dives into mental health and the human experience
- A new Next Generation Leadership series that builds on empathetic leadership
- A revamped Inclusion & Belonging series and Inclusive Leadership series
- A new advanced Facilitation Training series

Together, let's create spaces where every voice is heard and valued.

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Conversation Changes Everything

Peer-to-peer conversations drive real and lasting change.

Learning

83% of employees say they learn best by talking with their colleagues.

Source: Deloitte, 2016

Performance

Organizations with peer-to-peer learning programs saw a 30% improvement in employee performance.

Source: McKinsey & Company

Leadership

Peer-to-peer learning programs were 25% more effective at improving leadership competencies than training.

Source: Harvard Business

Behavior Change

to 10x greater behavior change compared to traditional training.

Source: Livingston, 2021

Adaptability

Organizations
report **58% more adaptable** employees
as a result of peer-topeer learning.

Source: Baker & Sinkula, 2016

Connections

Employees feel 48% more connected when they engage in peer-to-peer dialogue.

Source: LinkedIn Learning,

Inclusivy conversations are designed to intentionally drive action and behavior change, taking everyone on a shared journey of understanding and commitment to take meaningful action.

Awareness

Understanding

Commitment

Action



Why Conversation Design Matters

Peer-to-peer conversations can be powerful tools for transforming culture. But they must be designed intentionally. That's why **Inclusivv** is the go-to resource for conversation design.

Global brands and organizations of all sizes trust Inclusive to provide them with the conversation frameworks, conversation guides, and facilitator training so that they feel equipped to engage employees, customers and their communities in powerful conversations.

Our conversations are designed to be 60 to 90-minute experiences and follow a simple format.



Conversation Host



Small Group Gathering



Structured Conversation

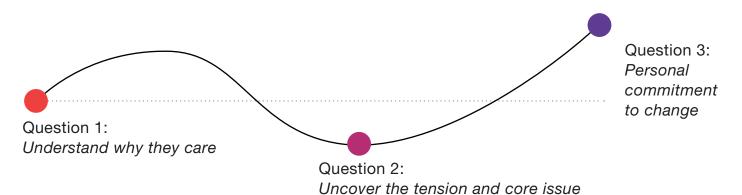


Equal Time to Share



Shared Commitments

Inclusive conversations create space for connection across differences, bridging the gap between awareness and action.



Each conversation in this catalogue has been carefully crafted to ensure a productive conversation that inspires, educates, and empowers individuals with the knowledge, awareness and actions needed to create lasting change.

Our conversations also come equipped with additional resources that attendees can explore prior to the conversation, as well as ideas for follow-up actions to encourage attendees to continue their learning journey and deepen their level of engagement.



6 ______ Topics & Series

What's Included with Each Topic

Whether you plan to host conversations online or in-person, there are specific things you will need to make the experience meanginful and impactful. After decades of facilitating conversations, these are the items we've found most helpful to support leaders, and these are the assets we use daily when we facilitate Inclusivy conversations.

Each topic comes equipped with these resources:

1. Host Guide

Includes facilitator prep, ground rules and questions.

2. Conversation Card

Participant version of the host guide, best printed for in-person events.

3. Graphics

Useful graphics and icons for promoting internally.

4. Microlearnings & Actions

Curated resources including articles, videos, and podcasts to provide context and further learning both before and after the conversation.

5. Presentation Deck

Excellent for both in-person and online conversations to keep everyone syncronized.

6. Survey

Sample survey questions that we ask that measure the key indicators of belonging, psychological safety, and key takeaways.

7. Sample Email Invitations

Sample copy for calendar holds or email to clarify to participants what to expect.

















Core Values Series

Our Core Values Series creates a space for teams to reflect on these principles, ensuring they are not just words on paper but a living, breathing part of the organizational culture.



Trust

This conversation focuses on how to build and maintain trust within the group, allowing colleagues to share their thoughts on what fosters a trusting environment.



Respect

This conversation invites team members to reflect on the importance of treating one another with dignity and kindness, sharing ways to cultivate a respectful environment.



Inclusion

This conversation invites team members to share their experiences of inclusion and explore ways to ensure everyone feels valued and accepted in the workplace.



Innovation

During this conversation, team members can brainstorm ways to foster an innovative culture, sharing their thoughts on how to support each other in thinking outside the box.



Collaboration

This conversation invites participants to share their best teamwork experiences and explore how working together toward common goals can enhance creativity and effectiveness.



Accountability

During this conversation, colleagues discuss how accountability fosters a culture of trust and encourages everyone to learn and grow from their experiences.



Integrity

Team members share stories of integrity in action and discuss how upholding this value builds trust and strengthens relationships within the workplace.



Communication

This conversation encourages team members to discuss effective communication strategies, helping to create an environment where everyone feels heard and valued.



Resilience

During this conversation, colleagues share personal stories of resilience and discuss how they can support each other in navigating obstacles and maintaining a positive outlook.



Empathy

During this conversation, participants share experiences of empathy and explore how practicing it can strengthen relationships and enhance teamwork.



Excellence

Colleagues can discuss what excellence looks like in their roles and how they can support each other in reaching higher standards together.



Purpose

This conversation leads to insights on how aligning personal and organizational purpose can improve satisfaction, collaboration, meaning and collective impact within an organization.

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Well-Being Series

Our Well-Being Series offers a safe space to discuss key areas of personal and collective well-being, making it easier to navigate challenges, improve mental and physical health, and build a culture of care.



Mental Well-Being

Mental Well-Being invites team members to share their experiences and insights about mental well-being.



Grief and Gratitude

This conversation explores grief and strategies for fostering empathy, understanding, and solidarity during challenging times.



Self-Care

This conversation reminds us that self-care is essential, and team members share favorite self-care practices to inspire one another.



Emotional Intelligence

Team members will discuss how enhancing emotional awareness can improve communication and strengthen relationships within the team.



Managing Stress

Share strategies and tips for handling stress in a supportive environment. Colleagues can discuss what works for them and learn from each other, all while building resilience together.



Healthy Habits

This conversation is about sharing favorite tips for building healthy habits and supporting each other in making positive lifestyle changes.



Social Connection

This conversation encourages team members to reflect on their connections and the power of social connection personally and professionally.



Compassion

This conversation discusses how to create a more compassionate workplace where everyone feels valued and understood.



Navigating Change

Team members share their experiences with personal or professional transitions, offering insights and encouragement to one another.



Hope and Joy

This conversation explores the benefits of positive emotions in the workplace, and strategies for maintaining high vibrations even in uncertain times.



Mindfulness

This conversation encourages sharing techniques and experiences, making it easier for everyone to embrace mindfulness as a valuable tool for daily life.



Finding Purpose

This conversation is a space to share personal passions and discuss how aligning actions with values can lead to a more meaningful life at work and beyond.



Next Generation Leadership Series

Our Next Generation Leadership Series is all about empowering individuals from every generation in the workplace to confidently express their ideas and stand tall in their role.



Self Awareness

A conversation exploring your relation to self and the impact this relationship has on your personal and professional growth.



Emotional Intelligence

A conversation exploring the emotional challenges faced by leaders and how to manage them.



Relationships

A conversation exploring how building and nurturing connections contributes to business success.



Managing Teams

A conversation exploring how to effectively foster collaboration and efficiency while investing in the professional growth of others.



Authenticity

A conversation about how being true to your authentic self impacts professional and personal growth.



Recovery

A conversation about the necessary pause, and the ability to rest, refuel and recover, especially after accomplishing big goals.



Communication

A conversation exploring communication skills and how they shape personal and professional life.



Leadership

A conversation exploring different leadership qualities and styles among leaders in business.



Mental Wellness

A conversation about the importance of maintaining mental wellness while pursuing professional goals.



Boundaries

A conversation about prioritizing the most important things in life, community and career, focusing on what truly matters.



Growth

A conversation exploring how a growth mindset can help us through periods of change both personally and professionally.



Conflict Resolution

A conversation exploring the strategies to navigate and resolve conflict in the workplace and finding common ground.



Inclusive Leadership Series

Our Inclusive Leadership Series helps leaders to build stronger relationships, improve communication, increase emotional intelligence, and create more inclusive cultures.



Inclusive Leadership

A conversation about inclusive leadership, and how leaders can create a culture that unlocks the full potential of their people.



Microaggressions

A conversation about microaggressions, and how we can better recognize and counter them to create a more inclusive world.



Power & Privilege

A conversation about power and privilege, and how these forces impact our lives, as well as things we can do to level the playing field.



Mentorship

A conversation exploriing the transformative power of guidance and support in personal and professional development.



Psychological Safety

A conversation about psychological safety in the workplace, and what we can do to create an environment where everyone feels heard.



Guts & Grace

A conversation exploring both the masculine and feminine traits in leadership, and how we show up as our authentic selves at work.



Intersectionality

A conversation about intersectionality and how we can create a more inclusive and equitable world that acknowledges the complexities of our various identities.



Unconscious Bias

A conversation about bias in the workplace, and how together we can help counteract harmful bias and build a more inclusive culture.



Allyship

A conversation about allyship and how allies can help ensure everyone has access to the opportunities that allow them to shine.



Values & Beliefs

A conversation about how we can be more open and welcoming to diverse values and beliefs in our workplaces and beyond.



Working Parents

A conversation exploring how we as a society can show up more for parents and caregivers.



Conscious Business

A conversation about how businesses can rise beyond their bottom lines to bring greater value to their communities and the wider world.



Inclusion and Belonging Series

Our Inclusion and Belonging Series focuses on building a stronger sense of belonging, well-being and mental health through deeper understanding of cultural competencies.



Belonging

A conversation about belonging and creating a culture where everyone can bring their whole selves to work.



The Voice of Women

A conversation about the experience of women in a male-dominated world, and what we can do to uplift and celebrate all women, in the ongoing fight for equity and equality.



Bridging the Racial Divide

In partnership with The King Center, a courageous conversation about how we can come together to bridge the racial divide and build the Beloved Community.



Black Heritage

A conversation about Black heritage — a heritage worth singing about, fighting for and celebrating every day.



AAPI Heritage

A conversation exploring how we can help ensure the AAPI community is truly welcome at the table, as we also celebrate AAPI heritage in all its rich diversity.



Latinx Heritage

A conversation in celebration of Latinx people and their rich history and cultures.





LGBTQ+ Inclusion

A conversation about how we can come together to champion true LGBTQ+ inclusion.



Inclusive Culture

A conversation about how we can celebrate our diversity and create a truly inclusive workplace culture.



Disability

A conversation about disability, and how we can work together to create a more inclusive and accessible world.



Mental Health

A conversation about mental health and how we break the silence, and normalize mental health to build a stronger culture of care and support.



Veterans Inclusion

A conversation exploring the state of veterans and military families, and how we can honor, recruit, hire and retain them for the good of all.



Age & Inclusion

A conversation about age, and how we all win when we're valued for our unique skills and perspectives, regardless of the year we were born or the generation we belong to.

Sustainability Series

Our Sustainability Series is for communities, cities and business leaders, with essential topics including energy, food and transportation. We explore the barriers we face, a shared vision for the future, and how we're going to get there.



Climate Change

A conversation about climate change and how we come together to solve the most significant challenge of our time.



The Future of Transportation

A conversation about the future of transportation – what a sustainable system could look like, and what role we can all play in stepping a little lighter on our planet.



The Future of Energy

This is a conversation about a clean energy future. Why it matters, how we get there, and how we can make sure this future is inclusive of all.



Conscious Consumption

A conversation about conscious consumption in a climate crisis, and the benefits of more sustainable living.



Eating Sustainably

This is a conversation about how to eat in a climate crisis, and how changing our diets is essential to the health of our planet.



Environmental Justice

This is a conversation about environmental justice and how we can ensure everyone enjoys the right to a healthy environment, both now and in the future.



13 ______ Conversation Series

Civility Series

Our Civility Series covers the foundational concepts needed to have meaningful discussion around civility at work including creating brave spaces, de-escalation, empathetic leadership and exploring what has shaped our values and perspectives.



Belonging

A conversation about belonging and creating a culture where everyone can bring their whole selves to work.



Psychological Safety

A conversation about psychological safety in the workplace, and what we can do to create an environment where everyone feels heard.



Building Trust

This conversation focuses on how to build and maintain trust within the group, allowing colleagues to share their thoughts on what fosters a trusting environment.



Values & Beliefs

A conversation about how we can be more open and welcoming to diverse values and beliefs in our workplaces and beyond.



Caring Culture

A conversation about building a more caring workplace by acknowledging emotions and using effective communication skills.



Common Ground

A conversation examining our views and what shaped them, as we uncover our shared values, beliefs and visions for a brighter future.



Civility Solutions

Incivility at work is on the rise. Our new Civility Solutions are designed to foster trust and psychological safety in the workplace.

Civility Training

A 60-minute training that teaches essential skills for civil conversations, focusing on trust and managing emotions with empathy.

Learning Objectives:

- Understand the cost of workplace incivility and its impact on your organization.
- Develop essential skills and mindsets for fostering civility.
- Learn how to create psychological safety and establish "brave" spaces for open, respectful conversations.
- Build environments where employees can express their opinions without fear of judgment.
- Master techniques to de-escalate heated conversations.
- Gain conflict resolution skills to manage and mitigate workplace tensions.

Format:

In-Person: 60-minute session delivered lecture-style with AV support (stadium seating allowed).

Online: Virtual session via Zoom (can be recorded for internal use only).

Audience:

Ideal for all employees, managers, leaders, and executives.

Learn More About Our Civility Training



Civility Solutions

Civility Workshops

Each workshop is a 90-minute experience including a 30-minute foundations training and a 60-minute guided conversation. Each workshop can be held in-person or online.



Essential Skills for Civil Conversations + Building Trust

Learn how the essential mindsets of curiosity, empathy and humility help build a culture of trust and respect in the workplace.



Psychological Safety: Creating Brave Spaces

Explore how psychological safety impacts team performance and learn how to create brave spaces where diverse perspectives are encouraged.



A Caring Culture: Managing Emotions with Empathy

Learn the importance of recognizing emotions within ourselves and others. Practice how to validate others' feelings and build a more caring culture.



Common Ground: Turning Conflict into Opportunity

Learn how to disagree without being disagreeable and turn potential conflict into an opportunity for deeper connection. Learn practical skills for de-escalation and resolving disagreements respectfully.

Learn More About Our Civility Workshops



Mental Health Solutions

Mental Health Workshops

Each workshop is a 90-minute experience including a 30-minute foundations training and a 60-minute guided conversation. Each workshop can be held in-person or online.



Mental Health Unmasked: A Conversation about Well-Being

This conversation creates a safe space to explore what mental health truly means, challenge common stigmas, and gain a deeper understanding of our own inner landscape. Discover practical tools to prioritize your well-being and navigate life's challenges with greater awareness and resilience.



Finding Hope in a Challenging World: Cultivating Optimism

Feeling lost or discouraged? This session rekindles your inner spark by exploring the nature of hope and its power to sustain us through difficult times. Discover practical strategies to cultivate hope in the face of challenges and move forward with optimism and resilience.



Beyond Burnout: Reclaiming Your Energy and Finding Balance

Feeling exhausted and overwhelmed? This conversation helps you recognize the signs of burnout and provides practical strategies for prevention and recovery. Learn to prioritize self-care, set healthy boundaries, and reclaim your energy and passion for life.



Gratitude: The Key to a More Joyful Life

Ready to experience more joy and contentment? This session dives deep into the science of gratitude and its incredible impact on our well-being. We'll learn practical techniques to cultivate gratitude in everyday life and shift our perspective from lack to abundance.

Learn More About Our Mental Health Workshops



17 ______ Facilitation Services

Facilitator Training

Strong facilitation is at the heart of every meaningful conversation. Our **Core Facilitator Training** equips leaders with the skills to confidently lead tough conversations, ensuring every voice is heard and respected. Ideal for anyone looking to sharpen their facilitation skills, this training prepares you to navigate any dialogue with empathy and structure.

For those seeking deeper knowledge and facilitation experience, we offer **two advanced facilitator training** modules:



Unconscious Bias & Microaggressions

In this session, you'll learn how to recognize and address unconscious bias and microaggressions in real time. We'll focus on strategies to help facilitators create a more equitable environment, where diverse perspectives are welcomed. This module teaches you how to identify and address microaggressions during facilitation, ensuring a respectful and inclusive dialogue for everyone involved.

Learning objectives:

- Identify and understand different forms of bias
- Recognize and understand the impact of microaggressions
- Learn how to address microaggressions effectively during discussions



Psychological Safety & Creating Brave Spaces

This module focuses on building a space where participants feel safe to express their ideas without fear of judgment. You'll explore how to establish trust, model vulnerability, and create an open atmosphere for honest dialogue.

Learning objectives:

- Understand the importance of psychological safety in conversations
- Develop strategies to foster trust within a group
- Create environments that allow for open and honest sharing

Learn More About Facilitator Training



18 ______ Facilitation Services

Facilitator Services

Our **Facilitation Services** offer your team the opportunity to engage in conversations that foster trust, inclusion, and connection. Whether you're looking to address key challenges, build stronger relationships, or spark innovation, we provide the expertise and structure to guide these conversations effectively.

What We Offer:

We host **Private Events**, designed to meet your organization's unique needs, either online or in-person. Our experienced facilitators lead structured conversations that ensure every voice is heard, guiding teams through important topics.

Our events have been trusted by companies and organizations like *TK Elevator*, *Kohl's*, *Google*, and *Team USA*, to name a few. Whether you have a small group or a large audience, our facilitators are equipped to create an inclusive and engaging environment that promotes deep connection and understanding.

Tailored to Your Organization:

Each private event is customized to reflect the specific goals and culture of your organization. We offer a range of conversation topics from our curated catalogue, or we can design a conversation around a theme that resonates with your team.

How it Works:

- 1. Select a topic from our library
- 2. Decide if you want to host online or in-person
- 3. Select the date, time, and location
- Confirm the Inclusivv facilitator and schedule a planning session to review content and make any necessary adjustments to the run of show



Learn More About Our Facilitation Services



Inclusiv Membership

Become a part of a global community that is committed to meaningful conversations, personal growth, and real change. **Inclusivv Membership** offers monthly online conversations on Zoom, bringing people together from around the world to learn, understand, and take action on important topics.

Each journey is centered around a specific theme, providing you with access to a series of expertly facilitated conversations. For each conversation, you'll receive a curated set of learning resources (Read, Watch, Listen) and actions to help deepen your understanding and commitment. It's the perfect environment to get exposed to different perspectives and practice finding connection across difference.

Our Membership Journeys



Inclusion and Belonging Journey

The Inclusion and Belonging Journey is all about creating spaces where everyone feels welcome and valued. In our monthly conversations, you'll connect with others who share your passion for inclusivity. You'll walk away with practical tips and insights that you can implement right away, helping you foster a culture where everyone can thrive.



Inclusive Leadership Journey

The Inclusive Leadership Journey is your chance to grow as a leader who truly values diversity. Each month, we'll dive into engaging discussions that equip you with the skills to inspire and uplift your team. You'll learn how to create an environment where everyone feels heard and respected, making a positive impact on your workplace culture.



Civility Journey

The Civility Journey explores how to communicate with more respect and empathy. Through our four part, monthly conversations, you'll gain strategies for having difficult discussions and navigating workplace dynamics with grace. This journey helps you cultivate a more supportive and understanding environment, where everyone can express themselves freely.



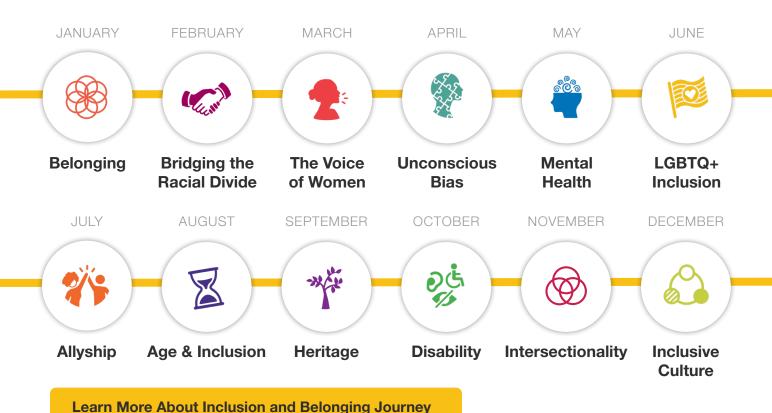
Inclusion and Belonging Journey

Belonging is a necessity in any thriving workplace or community. Our **Inclusion and Belonging Journey** helps you dive deep into the issues that affect inclusion, equity, and connection. As a member, you'll participate in monthly conversations designed to build understanding and foster a sense of belonging among diverse groups of people. These conversations will empower you to create environments where everyone feels valued and heard.

Every session in this journey includes resources that will expand your knowledge and equip you with actions you can take to ensure your workplace or community is more inclusive and welcoming. Expect topics like **Unconscious Bias**, **Belonging**, **Disability**, and **Inclusive Culture** to be part of your learning journey.

Whether you're an HR professional, a community leader, or someone passionate about equity, the Inclusion and Belonging Journey will guide you through the steps to create real, lasting change.

The Inclusion and Belonging Journey





Inclusive Leadership Journey

Leadership is evolving, and the most successful leaders are those who prioritize inclusivity. The **Inclusive Leadership Journey** is designed for anyone in a leadership role who wants to learn how to lead with empathy, respect, and an inclusive mindset.

As a member, you will explore conversations on leadership topics that matter today—like **Psychological Safety**, **Microaggressions**, and **Unconscious Bias**. Each session will help you refine your leadership approach and understand how to foster inclusion and belonging within your team or organization. With every conversation, you'll receive curated resources and actionable steps to integrate what you've learned into your leadership style.

The Inclusive Leadership Journey



Learn More About Inclusive Leadership Journey



Civility Journey

In an increasingly divided society, civility has never been more important. The **Civility Journey** is your opportunity to become part of the solution. This membership will guide you through essential conversations on how to build respectful, civil interactions in the workplace and beyond.

Our Civility Journey features monthly conversations on key topics like **Caring Culture**, **Building Trust**, **Finding Common Ground**, and **Belonging**. Each conversation will provide you with tools and resources to navigate difficult discussions, create brave spaces for open dialogue, and foster environments where people feel respected and valued.

The Civility Journey

JANUARY MAY SEPTEMBER

JUNE OCTOBER MARCH JULY NOVEMBER APRIL AUGUST DECEMBER



Essential Skills for Civil Conversations



Creating
Psychological
Safety



Managing Emotions with Empathy



Turning Conflict into Opportunity

Learn More About Our Civility Journey

23 ______ Let's Talk

Partner with Inclusive

Inclusivv is the go-to resource for courageous conversations that create lasting change. Whether you're looking to improve employee engagement, foster inclusion, or scale dialogue across your organization, we partner with you to deliver exceptional conversation experiences.







Content Subscription

Build a meaningful and consistent curriculum by selecting from our library of 60+ conversation topics.

Facilitation Training & Services

Train your leaders on how to lead meaningful dialogue internally or have Inclusivy host conversations for you.

Data & Analytics

Track engagement and gather insights on sentiment surrounding belonging and psychological safety.

Let's build spaces where every voice is valued, every story is heard, and every person feels they belong. Conversation changes everything. Our results speak for themselves. After helping over 100 organizations engage over 20,000 participants over 3,600 conversations, we've found that:

95%

felt their voice was heard and valued

90%

felt greater empathy for others

90%

felt a deeper understanding of the topic 93%

felt more committed to taking action

Schedule a Free Consultation







24 ______ About our Founder

Meet our founder

Jenn Graham is the visionary behind Inclusivy, a culture transformation company dedicated to helping leaders build trust, belonging, and inclusion through the power of structured conversations. With a background as a social innovation designer and former TEDxAtlanta organizer, Jenn has pioneered an approach to social change that brings together diverse voices and perspectives, creating brave spaces for authentic dialogue.

A sought-after speaker and thought leader, Jenn inspires audiences to harness the power of conversation to bridge divides, foster understanding, and build stronger, more connected communities. Her passion for creating meaningful change has taken her to stages around the world, including keynotes for organizations like *Team USA*, *Google*, and *SHRM*.

Looking for a keynote speaker?

Jenn's leadership and impact have earned her numerous accolades, including being named a "2020 World-Changing Woman in Conscious Business" by Conscious Media Company and recognized by the Atlanta Business Chronicle as "Small Business Person of the Year - Rising Star" in 2019. In 2022, Inclusivv was also a finalist in SHRM's Better Workplaces Challenge Cup, showcasing her commitment to making the world a better place through workplace culture transformation.

If you're interested in bringing Jenn to your organization for a keynote, book a call and learn how her unique approach can inspire action and spark change.



Jenn Graham

Founder and CEO, Inclusivv

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