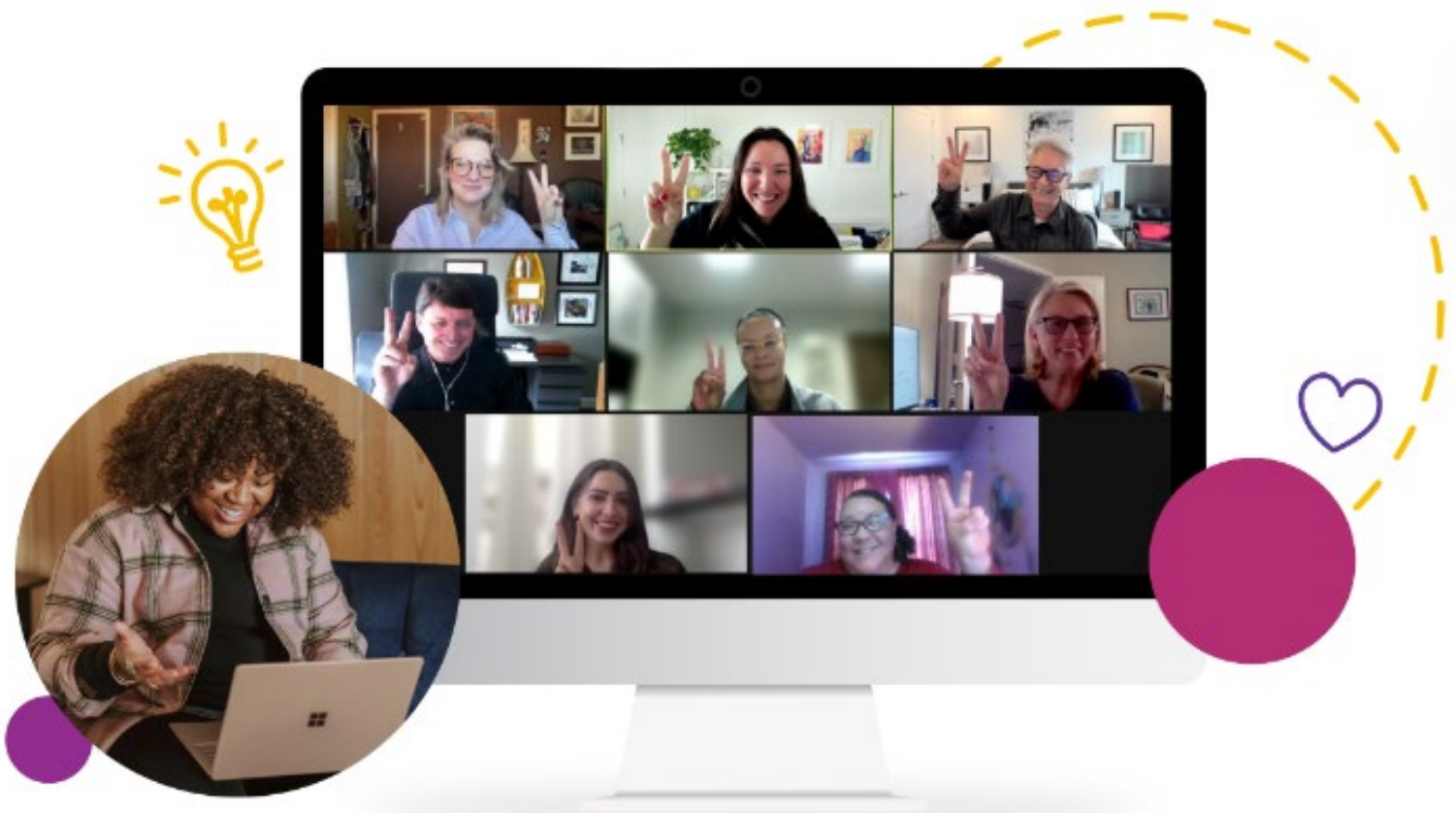




Building belonging and inclusion
through shared dialogue



An Introduction to Inclusivv



Ignite change through conversation

Inclusivv is a community-building platform that brings people together for conversations that matter.

We believe that the key to an inclusive society lies in peer-to-peer conversations. When we share our stories with one another, we open ourselves to deeper connection and greater empathy. And by allowing every voice to be heard, we build bridges across racial, political and gender divides.

Shared dialogue is the fundamental tool for creating inclusion. It's a proven method for building belonging, increasing psychological safety and creating a more productive work environment.

Inclusivv makes it easy to scale conversations so that everyone can participate, either online or in person.

With Inclusivv, you have access to over 50 topics, ranging from Belonging, to Mental Health, to Inclusivv Leadership. Our platform makes it easy to manage follow-up, track engagement and gather meaningful insights and actions.

Combining the power of microlearning, peer discussions, reflection and action steps, Inclusivv helps organizations and participants:

- Build community across differences
- Hear new ideas and diverse perspectives
- Share and listen to authentic stories with empathy
- Build peer understanding and team culture
- Apply what they learn to their life and work

Whether you're just starting on your journey of inclusion or you've been doing it for years, Inclusivv can help you include everyone's voice and give everyone a role to play.

Core programs and solutions:

Public Membership

A curated monthly program of community conversations hosted by Inclusivv.

Private Conversations

Conversation experiences hosted by Inclusivv in person or online.

Private Community

Customize the Inclusivv platform and scale conversations within your own community by leveraging the content library of 50+ topics, host coaching, actions, reflections, data and insights.

Measurable impact:

- **79%** strong agree they learned new ideas and perspectives
- **93%** strong agree they felt heard and valued for their perspectives
- **86%** strong agree they felt more connected to others

9.5/10 Recommend Inclusivv

“Inclusivv Conversations were mind blowingly excellent”

— Jill Savitt, President and CEO
National Center for Civil and Human Rights

Conversation changes everything

Born from a desire to bring people together around the most pressing issues of our time, Inclusivv is an engagement solution that empowers people to have conversations that create real and lasting change.

With a library of over 50 conversation topics, we provide leaders with a powerful tool to authentically engage their people in issues of diversity, equity and inclusion, sustainability, well-being and more. While simple, our approach is award-winning and combines community organizing principles with the power of storytelling and behavior-change theory in a way that creates real and lasting change.



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

Candid conversations amplify and equalize voices, shed light on otherwise hidden problems, and connect businesses with the communities they serve. All of this to say: facilitating meaningful conversations may be tough, but it is crucial to the success of your organization — and it results in happier, more engaged and more productive employees. Meaningful discussion has similar effects on the community level, leading to more empowered, engaged and active constituents.



Conversation
Host



Small Group
Gathering



Structured
Conversation



Equal Time
to Share



Shared
Commitments

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

A learning journey that gets results

Our approach to learning combines the best research in community organizing, group psychology and behavior change. At the core of our learning and development approach is peer-to-peer dialogue, which is proven to be ten times more effective at creating behavior change than training alone. But Inclusivv goes a step further, and completes the learning process by providing opportunities for further self-reflection, connection, insight-sharing and action.



This process can be repeated on a continuous learning journey and on either a monthly, bi-monthly or quarterly cadence. Our Inclusivv Membership leverages a monthly cadence and features a new topic each month, allowing participants to choose their level of engagement with each topic.

The Inclusivv platform makes it easy to:

- Build your own custom learning journey with 50+ content modules available within the library
- Review, edit or customize the curated resources
- Curate specific actions and edit post-conversation surveys to collect valuable insights
- Track engagement at all stages of learning



An experience everyone loves

We all want to feel heard. That's at the core of what it means to feel included. And that's why our simple framework and model for structured dialogue creates an experience where everyone feels heard, no matter your title, your identity, or if you're an introvert, extrovert or all-around expert. Our model allows equal time to share, in a structured format with three big questions that have been designed to bring out personal stories and lived experiences.



Conversation
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Structured
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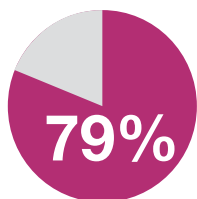


Equal Time
to Share

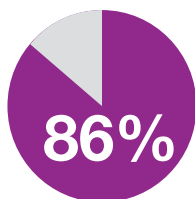


Shared
Commitments

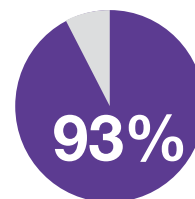
The feedback received afterward speaks for itself, and the survey results show that the Inclusivv model helps move the needle on key indicators of belonging, connection, and respect for diverse perspectives. All of these are critical for creating psychologically safe work environments where everyone can stay and thrive.



of attendees strongly agree
they **learned new ideas and
perspectives**



of attendees strongly agree
they **felt more connected
to others**



of attendees strongly agree they
**felt heard and valued for their
perspectives**



**“Conversations were
mind blowingly excellent”**

- Jill Savitt
President and CEO
National Center for Civil
and Human Rights

9.5 NPS

Participants have rated
an average of 9.5 out of
10 when asked if they
would recommend this
experience to others!

A simple, affordable DEI program

Looking for a DEI program that's all put together and ready for roll out to your whole team? Our Inclusivv Membership is designed to make it as easy for you to give everyone a seat at the table.

Our Inclusion and Belonging Journey is a curated monthly program of courageous conversations, designed to deepen understanding around important topics, develop emotional intelligence, and inspire meaningful behavior change.

\$60

Per seat /
Year

January


Belonging

February


**Bridging
the Racial
Divide**

March


**The Voice
of Women**

April


**Unconscious
Bias**

May


**Mental
Health**

June


**LGBTQ+
Inclusion**

July


Allyship

August


**Age and
Inclusion**

September


Heritage

October


**Inclusive
Culture**

November


Intersectionality

December


**Reflect &
Refresh**

The Inclusivv Membership delivers a shared learning journey of community conversations, learning resources and suggested actions for deeper engagement.

- **9.5** out of 10 recommend this learning experience
- **93%** felt heard and valued for their perspectives
- **79%** learned new ideas and perspectives
- **86%** felt more connected to others

“ It was so impactful to have these conversations across different organizations. New perspectives and the elimination of internal power dynamics helped conversation flow freely and expanded my mind. ”

Victoria Mayo
Culture & Inclusion Program Manager
FormLabs

A new skill anyone can learn

So... who facilitates these conversations? Great question. Our team at Inclusivv can certainly host for you, but the more sustainable and scalable option is for us to train a number of your internal employees on how to host. Anyone can learn how to be an effective host, no matter their title.

Typically we train a combination of people-leaders, HR managers, DEI leaders, L&D managers, team leaders, and those who are simply eager to learn how to engage in more constructive dialogue around important issues. It's also a great opportunity to offer professional development to rising leaders.

Participants in the host training curriculum will be able to:

- Host any Inclusivv conversation with confidence, regardless of the topic
- Describe the ground rules of an Inclusivv Conversation and follow conversation guides with ease
- Clearly define the role of the host and what a participant can expect
- Demonstrate curiosity, critical thinking, vulnerability, and psychological safety
- Recognize when to intervene in a conversation if necessary, with empathy and respect
- Appreciate perspectives from those who hold different views
- Encourage reflection and commitment to action following the conversation

The Inclusivv Host Training curriculum includes 4 modules:

1	2	3	4
Introduction to the Inclusivv Framework	Your Role as a Host	How to Lead Constructive Dialogue	Capturing the Impact
<ul style="list-style-type: none"> • How conversation helps build belonging and inclusion • Why share of voice matters and how to create a brave space • How stories build empathy and connection • What to expect and the overall structure 	<ul style="list-style-type: none"> • Essential mindsets for creating psychological safety • Sharing and agreeing to the ground rules • Following the Inclusivv host guide • Tips for keeping the conversation on track 	<ul style="list-style-type: none"> • Welcome diverse perspectives and engage with empathy • When to intervene in a conversation if needed • Tips for de-escalating a conversation • Example follow-ups that model gratitude and acknowledgement 	<ul style="list-style-type: none"> • How to encourage reflection, connection and action • Reminding everyone that what's said here stays here, but what is learned here leaves here

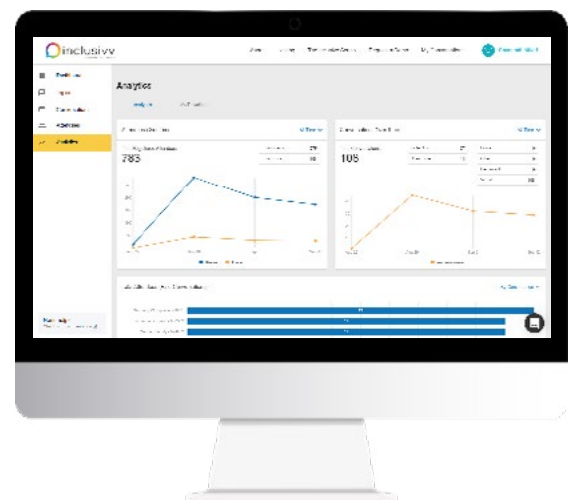
Design your dream DEI curriculum

Looking for a DEI program that's both robust and customizable to your organizational needs? Ready to scale courageous conversations internally and reach everyone, either in person or online?

Our Inclusivv platform, content library and host training was designed to support DEI leaders with everything you need to scale courageous conversations. We know you're stretched thin, and likely have a team of just one or two. That's where we come in.

With Inclusivv you can:

- Build a meaningful and consistent curriculum by simply selecting from our library of 50+ conversation topics
- Access the Inclusivv platform and customize communications to fit the goals of your DEI program
- Enroll your team in the Inclusivv host training or have Inclusivv host for you
- Track engagement and gather data and insights



IT'S AS SIMPLE AS:

- 1 Design the Journey**
 - Select your topics from the Conversation Library and build your own monthly calendar
 - Select the dates and times for your recurring monthly conversations
 - Select online or in-person conversations, and decide who will host
- 2 Review Communications**
 - Customize content materials for all topics including:
 - Monthly content emails
 - Read/Watch/listen resources
 - Conversation guides
 - Run of show
 - Follow-up actions
 - Survey questions
 - Co-brand materials including the private community page, welcome email and presentation deck
- 3 Promote & Enroll Participants**
 - Review promotional materials including:
 - 1-minute overview video
 - Printable 5x7" invite card
 - Invitation email with unique registration link
 - Branded registration page
 - Review marketing toolkit for internal ambassadors, including personal invitation and social graphics to promote monthly themes

Sample Calendar for Diversity, Equity and Inclusion

JANUARY

NEW YEAR & MLK DAY



Belonging



Bridging the Racial Divide



Allyship

FEBRUARY

BLACK HISTORY MONTH



Black Heritage



Equity for Black Americans



Inclusive Leadership

MARCH

WOMEN'S HISTORY MONTH



The Voice of Women



Beyond the Binary



Guts & Grace

APRIL

SEXUAL ASSAULT PREVENTION



Microaggressions



Equity for Women



Inclusive Culture

MAY

AAPI & MENTAL HEALTH AWARENESS



Asian Heritage



Mental Health



Spirituality and Religion

JUNE

PRIDE MONTH & JUNETEENTH



LGBTQ+ Inclusion



Racial Equity



Celebrating Pride

JULY

INDEPENDENCE DAY



Understanding Race



Age and Inclusion



Voting Rights

AUGUST

BACK-TO-SCHOOL



Diversity and White Men



Working Parents



Working Moms

SEPTEMBER

HISPANIC HERITAGE MONTH



Latinx Heritage



Heritage



Intersectionality

OCTOBER

DISABILITY EMPLOYMENT AWARENESS



Disability



Unconscious Bias



Psychological Safety

NOVEMBER

THANKSGIVING & ELECTION DAY



Food Equity



Common Ground



Grief and Gratitude

DECEMBER

HOLIDAY SEASON & END OF YEAR



Culture and Community



Reflect and Refresh



Cheers and Checkins