

Course Title: Exploring Inclusion and Belonging

Duration: 3 hours (in-person/Virtual)

Workshop Overview

Exploring Inclusion and Belonging is an introductory session designed for individuals who are curious about diversity, equity, and inclusion but may have little prior experience. This workshop provides a **safe and supportive environment** to explore personal biases, deepen understanding, and build the skills needed to foster belonging.

The session will unpack **bias**, with a focus on **affinity bias**—the natural tendency to gravitate toward people like ourselves. While common, unchecked affinity bias can morph into **prejudice, fragility, fear, fatigue**, and even **racism**, creating barriers to true inclusion and authentic relationships.

What Participants Will Learn?

By participating in this three-hour workshop, learners will:

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- **Recognize and evaluate personal biases**, with special focus on affinity bias, to understand how these biases influence perceptions and decisions.
- **Trace the escalation of bias**, seeing how unchecked tendencies can evolve into prejudice, fragility, fear, fatigue, or racism.
- **Listen deeply and empathetically** through the fishbowl exercise, gaining perspective on the lived experiences of others.
- **Develop a personal mission statement** to articulate their commitment to inclusion and belonging (optional but encouraged).
- Learn strategies for **safe and inclusive communication**, understanding when to speak up or, if necessary, reside in silence to prevent harm.
- Formulate a **personal strategy to become “other-centered”**, focusing on social responsibility and relational awareness.

As a result of this workshop, participants will be equipped to evaluate their own biases and make intentional choices about how they engage with others. They will leave with strategies for fostering inclusion through safe, respectful communication and a personal roadmap for becoming “other-centered” in their relationships and communities. For those who choose to take the next step, free coaching over three months will provide continued guidance and accountability.

Course Title: Looking at Privilege Differently

Duration: 3 hours (in-person/Virtual)

Workshop Overview

Privilege is often misunderstood, polarizing, or oversimplified. This session takes a fresh, objective look at privilege, exploring it not just as “*white privilege*”, but as a **status arbitrarily assigned**, unconnected to merit or evidence. Together, we will examine privilege in three dimensions:

- **Privilege:** A status historically and systemically granted without justification, shaping access and advantage.
- **Pseudo-Privilege:** When minorities gain conditional access to spaces and experiences of the privileged, often at the **cost of assimilation**. This may involve *whiteness*, *code-switching*, *tokenism*, and **cultural taxation**—the personal cost of abandoning one’s heritage to maintain proximity to the privileged.
- **Meta-Privilege:** A higher form of privilege that transcends systems and hierarchies, functioning as a **communal asset** that fosters equity, belonging, and shared power rather than positional advantage.

This course also explores **white fragility, fear, and fatigue** as barriers to inclusion and belonging, providing participants with tools to navigate these dynamics constructively. Through **interactive activities**, group discussions, and historical context, leaders will learn to deconstruct privilege and foster authentic, equitable relationships in their organizations.

What Participants Will Learn?

By participating in this three-hour workshop, learners will:

- **Understand privilege objectively**, separating it from emotion or bias to explore its historical and systemic roots.
- **Identify pseudo-privilege dynamics**, recognizing how assimilation, tokenism, and cultural taxation operate in organizations.
- **Explore the concept of meta-privilege**, understanding how to cultivate shared, sustainable power and communal equity.
- **Unpack barriers to inclusion**, including white fragility, fear, and fatigue, and their impact on belonging and cultural transformation.
- Gain practical tools to **navigate discussions about race, hierarchy, and intersectionality** with confidence and sensitivity.
- Develop strategies to **shift organizational cultures** away from performative diversity and toward true equity and inclusion.

As a result of this workshop, participants will leave equipped to recognize the complex layers of privilege at play within themselves, their teams, and their organizations. They will gain tools to dismantle assimilation-driven pseudo-privilege, cultivate communal meta-privilege, and address



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barriers such as fragility and fatigue. This empowers leaders to create workplaces where equity, belonging, and authentic inclusion thrive.