



INCLUSION
INCORPORATED

Services Overview

About

INclusion INcorporated is a full-service JEDI (justice, equity, diversity and inclusion) consulting firm which supports leaders and their organizations on their inclusion journeys towards cultures of belonging. We believe that creating spaces and places where each person can thrive is an important and foundational way to build communities of care within our workplaces.

Our team specializes in equity-based approaches to support leaders and organizations to make data-informed decisions and develop approaches that consider and support the diversity of the teams we are working with. As a client, we work alongside you on this journey, sharing a supportive environment to both deliver on the scope of the deliverables and to navigate additional challenges and opportunities as they emerge.

This work is a journey; it will have twists and turns, and ups and downs, but we will travel every step alongside you as a resource guide and trusted partner.

Our Services

INclusion INcorporated strives to challenge and inspire leaders to create spaces and places where belonging is the normative value. Our customized solutions allow organizations to implement sustainable inclusion strategies that we address through training, audits, action plans, coaching and diverse tools, to meet their specific needs.

Our philosophy is to move through timelines at the speed of relationships, meaning no one is left behind. As we travel the timelines allowed to us by the organization's resources and level of buy-in, we will engage closely with Indigenous individuals and equity-deserving groups, who are integral to the process. We only progress when we have navigated the comfort of all parties and received approval from all levels of the organization. Inclusion Incorporated will work with the client to build each relationship into a supportive network for growth.

Our supports can be divided into 5 main service components, including Inclusion Training, Equity Audits, Inclusion Frameworks/Strategies & Action Plans, Leadership Coaching, and Resource & Tool Development.

Services

Inclusion Training

Equity Audits

 Policy Review and Recommendations

 Engagement Sessions

 Data & Metrics - Collection of Diversity and Inclusion Data

 BelongING Metric

 INclusion Index

 Global Diversity, Equity and Inclusion Benchmarks (GDEIB)

Inclusion Frameworks & Action Plans

Leadership Coaching

Resource & Tool Development

Inclusion Training

We offer over 30 workshops across the topic areas of diversity and inclusion, covering a large variety of identity-related topics. These workshops provide the groundwork for organization-wide education and can be chosen and tailored to suit the client. These include topic areas such as introductions to equity, diversity and inclusion topics; inclusive leadership; inclusive language; and also, Anti-Racism; Indigenous inclusion; disability inclusion; gender inclusion; and many more. Our training services are listed on our Training & Workshops Overview.

Equity Audits

Equity audits serve as an information-gathering process to understand organization leaders, teams and practices based on the scope of the individual project. In this scope of work, we can explore both the internal and external experiences of equity.

This process can be comprised of some or all of these approaches →

Policy Review and Recommendations

A complete, extensive review of relevant Human Resource, Finance, Corporate, and Operating Policies relevant to the day-to-day interactions of staff. Identify barriers specific to recruitment and retention, as well as connections to services and programs.

Complete high-level summary analysis of findings from reviewing documents and policies with identifiable 'levers' to advance EDI work.

Engagement Sessions

Undertaking focus groups and/or interviews with selected groups of people who can share about their experiences of equity. These are structured to provide confidentiality in who is sharing and the messages they share. We also intentionally look for diversity across roles in the organization, backgrounds, and experiences to help inform our learnings of experiences.

Data & Metrics - Collection of Diversity and Inclusion Data

We deploy three different survey tools to support understanding the current state of an organization; these are the BelongING Metric, INclusion INdex and the Global Diversity, Equity and Inclusion Benchmarks.

BelongINg Metric

Understanding of the current state involves understanding the status of diversity, equity, and inclusion within an organization, particularly the sense of belonging and of feeling valued, respected, and included in the organization and the barriers that are preventing these experiences from occurring. We deploy an internal survey called the “BelongINg Metric”, which involves the surveying of staff, governance roles and close leaders across the organization.

The goal is to produce a foundational understanding of key metrics and data for the organization that highlights the evidence-based benchmarks, which will be relevant to the development of the organization’s action plan, and can be redeployed to track progress in future years.



BelongINg Metric includes:

- Demographics of the organization (board, management and staff)
- Inclusion Scale, which brings together determinants on trust, belonging, fairness, expression, and respect

INclusion Index

The INclusion INdex is an external survey that is used to understand the clients of the organization’s work and their experiences of access and barriers. The INclusion INdex is sent out to a fixed recipient list or shared openly to invite the inputs of those accessing the services and programs. This gives us tremendous input into the areas of equity that we can support developing actions with.

Global Diversity, Equity and Inclusion Benchmarks (GDEIB)

The Global Diversity, Equity and Inclusion Benchmarks is an internationally recognized benchmarking tool that supports an understanding of where an organization is at on its equity, diversity and inclusion journey. This tool also provides a benchmark to build from and track progress as it relates to diversity and inclusion within organizations. It also helps to prioritize areas of need and make informed decisions related to resourcing. This can be undertaken as a survey process or in a discussion with leadership. We draw from this review to support the development of actions and priorities.

Inclusion Frameworks & Action Plans

Building on learnings from the audit phase, we support clients in the effort of co-creating a framework for the project. We will develop proposed drafts that will be further reviewed, edited, and collaboratively designed by us and a representative group from the organization.

The frameworks are comprised of:

- A commitment statement
- Project goals
- Actions to meet the goals
- Intended outcomes
- Measurable KPIs/metrics
- Major priorities and timelines

We provide communications support on when, what, and how to share these Plans to internal or external communities, when needed.

Leadership Coaching

With a focus on equity and inclusion, our Certified Executive Coach can support the client's leadership team through a foundational understanding of creating more inclusive and supportive spaces for each person to thrive.

Executive coaching is a powerful leadership tool to support change management, leadership skills, appreciating diversity and perspectives, developing new strategies for leading, leading with empathy and understanding, setting boundaries, and facilitating difficult conversations.

Resource & Tool Development

Our team has a broad selection of tools and guides we can create for our client organization to support both internal and external communities in navigating topics around inclusion.

Examples are inclusive language guides, equity lenses, engagement with specific communities, developing territory acknowledgements, e-learning, cultural and religious holiday calendars, developing employee resource groups, and many more.