

Diversity & Belonging Workshop Experience

Overview

In this 2-hour experience, participants engage in scenarios and self-reflection to understand how active and latent storylines influence perceptions and interpretations of situations.

They will share personal experiences of feeling excluded or unsafe and identify their natural roles in fostering equity and belonging within their team.

Through collective discussion, the group will explore how recognizing patterns can enable them to adapt responses and foster more inclusive environments.

Key Outcomes

- Learn the limits of your lens and the value of diverse storylines.
- Uncover biases and identify ways to positively impact inclusion and belonging.
- Expand capacity for patience and compassion with others.

Agenda

Prework	*Team Storytelling Workshop* • Everyone should have a Story Profile
Part 1 1/2-hour	*Culture Conversations* • Two rounds of scenario-based role plays – first with a top Archetype and then with a lower-scoring pattern.
Part 2 1-hour	*How Do I Create Belonging?* • Hand out 'Diversity & Belonging through Archetypes' • [Group discussion] Consider reflection questions and pinpoint Archetype patterns.
Part 3 1/2-hour	*Who Do I Unconsciously Exclude?* • Latent Archetype Patterns Intro • Self-reflection with prompts • Pair-and-share to discuss observations

Transformative! The framework created meaningful discussions, encouraged critical thinking, and fostered trust and collaboration.

WORKSHOP PARTICIPANT