



Outward Inclusion
AN OUTWARD MINDSET APPROACH TO EQUITY,
DIVERSITY, INCLUSION, AND BELONGING

Too many organisational efforts to address diversity and inclusion focus on behaviours alone. The marginalising and discriminatory behaviours we are trying to address are behavioural manifestations of something deeper than behaviour—mindset. For this reason, if we engage in change efforts that do not address mindset—nothing will change.

Arbinger’s *Outward Inclusion* programme equips organisations with the tools to address the mindset *and* behaviours that get in the way of creating the culture your organisation needs. *Outward Inclusion* guides participants through a process of self- discovery to help participants uncover bias and become equipped with practical tools to create an inclusive workplace that celebrates diversity and fosters real belonging.

Features of Outward Inclusion

Addresses intersectionality and inclusion among all groups rather than a few

Enables both mindset change *and* behaviour change rather than focusing on behavioural prescriptions

Uses authentic, real-life stories and experiences rather than sterile, scripted role-playing

Calls people “in” to participate in dialogue and transformational conversations

Creates a psychologically safe environment and enthusiasm for change

Focuses on self-discovery through active participation, personal assessments, and group exercises

“The information was thought provoking and the questions made you dig deep within yourself, as I would have expected from an Arbinger training. I came away with a new perspective on how to approach hiring and promoting without bias, rethinking boundaries, feedback, and how to create inclusion in the workplace.”

BRITTA HOLLOWAY

Funeral Director and Director of Training & Development

Programme Format

Outward Inclusion is a two-day programme appropriate for employees at all levels of the organisation from the c-suite to the front-line.

Participants encounter powerful concepts, utilise illuminating assessments, learn how to use practical tools, and engage in transformational conversations that change the way they see themselves and those around them. The programme also includes an introduction to application modules that provide practical tools to implement lasting change.

Participants receive access to the interactive digital *Outward Inclusion* workbook. This digital workbook includes the course videos, assessments, and tools as well as application modules and sustainment videos that help deepen learning and sustain ongoing implementation. Printed materials are available for an additional cost.

This programme has no prerequisites.

Train-the-Trainer

Individuals can become certified to facilitate *Outward Inclusion* within their own organisation by participating in the one-day *Outward Inclusion Facilitator Training* programme. Attending *Outward Inclusion* is a prerequisite for this programme.

Learning Objectives

Outward Inclusion

- Become equipped with tools to foster safe, honest, self-reflective, and productive dialogues
- Understand the origin and nature of bias
- Explore the impact of stereotyping, labeling, and exaggerating differences
- Apply frameworks and tools to reduce bias, increase belonging, and influence change

Application Modules

- Understand the value of diversity and the dangers of tokenism
- Develop a practical and healthy way to promote diversity
- Identify and correct practices and structures that erode equity and inclusion
- Apply frameworks and tools to improve equity and create a culture of belonging