

National Inclusion Week 2022 Webinar Package Information

Webinar	Content
<p>1) Creating an Inclusive Workplace for All</p>	<p>Creating an inclusive workplace is not only the right thing to do, but also the best thing to do for your organisation. It allows people to bring their authentic and best selves to the office and to work to the best of their abilities. While leaders and managers can demonstrate and embed inclusion in the organisational culture, it is the responsibility of the whole team to make inclusion for all a priority in the workplace. During this session we will explore how individuals, teams and organisations can come together to become inclusive employers.</p> <p>There will be time for questions and answers so come armed with everything you want to know about engaging people to kick start your inclusion journey.</p> <p>We will explore:</p> <ul style="list-style-type: none"> • The difference between inclusion, diversity and equality • What makes an organisation inclusive, and why diversity without inclusion doesn't work • How to unite people and teams around inclusion, and engage them to kick start your inclusion journey
<p>2) Demonstrating Trans and Non-Binary Inclusion</p>	<p>Transgender, non-binary and gender non-conforming people's workplace experiences are often negative. Sadly, it is all too common for trans people to face discrimination, isolation and abuse, both in public and at work, despite specific protections under the Equality Act. In the last year, overt discrimination and harassment of trans people has visibly increased on social media and in the press.</p> <p>This webinar explores how we can go further than simply raising awareness of trans identities, and instead step up to make genuine change in an increasingly hostile environment for trans people in the UK.</p> <p>We will explore:</p> <ul style="list-style-type: none"> • Terminology

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	<ul style="list-style-type: none"> • What it means to identify as trans, non-binary or gender non-confirming • The current societal landscape for trans people today • How to support trans, non-binary and gender non-confirming colleagues in the workplace
<p>3) Tackling Ableism - Supporting Disabled Colleagues</p>	<p>According to the ONS, in 2020, 52% of disabled people were in some form of employment, this number has decreased from previous years. Now more than ever it is critical that employers and their staff understand the importance of creating inclusive systems, processes, environments and behaviours to tackle disability exclusion.</p> <p>To be effective allies, we need to listen more, amplify the voices of those with lived experience and take tangible steps to fostering disability inclusive environments to tackle ableism in our society today.</p> <p>We will explore:</p> <ul style="list-style-type: none"> • Language and terminology around disability and impairments. • The medical and social models of disability. • What is ableism and how does it impact the workplace? • True disability allyship – a look at what we can do to encourage, champion and foster inclusion in the workplace.
<p>4) Celebrating Neurodiversity at Work</p>	<p>Neurodiversity is an umbrella term used to describe a range of diverse neurotypes. The way we see and interpret the world differs for everyone, but those who have a neurodivergence such as dyslexia, autism, or ADHD, among others, may have a challenging time navigating a world made by and for neurotypical people. However, neurodivergent people have many skills and abilities that are valuable and should be celebrated and embraced.</p> <p>We will explore:</p> <ul style="list-style-type: none"> • What is meant by the terms neurodiverse and neurotypical? • Differing experiences of neurodivergent people • Attitudes and barriers that are faced by neurodivergent people in employment and the workplace • Neurodiversity as an asset to your organisation

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	<ul style="list-style-type: none"> How to accommodate and support your neurodiverse colleagues so that they can work to the best of their abilities
<p>5) Anti-Racism: Where have we been and where are we going?</p>	<p>There has been a lot of discussion and activity in the anti-racism movement over the last two and half years, largely as a result of the horrific and tragic death of George Floyd, which was a catalyst in advancing awareness and understanding in society of what life is like for Black people, and people of colour.</p> <p>So, what tangible changes have we seen, and where do we go from here? Whether you are just starting your anti-racism journey or you have been on your journey for a while, there is much work still to be done. More allyship, challenging discrimination, unpicking white privilege, engaging in conversations and taking active steps that will lead to change is needed.</p> <p>We will explore:</p> <ul style="list-style-type: none"> Inclusive terminology and language Why is it difficult to have discussions about race? Barriers faced by marginalised ethnic groups in current society: privilege and unconscious bias What positive steps and changes have taken place and how we can keep that momentum going? What more can we and should we be doing to be active and effective anti-racist allies to our colleagues? (e.g. understanding individual accountability and identifying key actions to contribute to change)
<p>6) Emotional Intelligence for Maintaining Mental Health</p>	<p>Emotional intelligence can give us the ability to identify and regulate our own emotions and understand and empathise with others' emotions in a healthy way, that can allow us to connect and protect one another. Globally, we've gone through collective trauma in the last two years. In more national and regional levels, individual communities have been suffering a collective burnout from seeing themselves and people from their communities suffering at the hands of racism, transphobia, homophobia, misogyny and ableism in the news, media and in life. This can deeply affect wellbeing and mental health.</p> <p>Some emotional intelligence can be innate, but some of the skills and understanding required for achieving emotional</p>

	<p>intelligence can be learned and strengthened and used to support mental health and wellbeing in the workplace.</p> <p>What will you learn</p> <ul style="list-style-type: none"> • What is emotional intelligence? • What is collective trauma and burnout and what does it look like? • How emotional intelligence can help to support mental health in the workplace • How to build emotional intelligence • How to improve emotional intelligence within the team and embed emotional intelligence into organisational culture
<p>7) Understanding and Supporting your Migrant and Ex-pat Colleagues</p>	<p>Migrant and ex-pat colleagues contribute to a huge proportion of the UK workforce. Some of these individuals have come to experience life in the UK, some to bring their speciality skills, some out of necessity. Whatever the reason, our migrant and ex-pat colleagues enrich our organisations bringing diversity and differing perspectives. This comes with great benefits, so we must do all that we can to make sure our migrant and ex-pat colleagues feel welcome and comfortable in their workplace environment.</p> <p>We will explore:</p> <ul style="list-style-type: none"> • Who are migrant and ex-pat colleagues? • Why migrant and ex-pat colleagues are so important for our organisations • Challenges migrant and ex-pat colleagues face living in a different country • How we can make sure we provide inclusive workplaces for migrant and ex-pat colleagues to ensure they can work to the best of their abilities

National Inclusion Week webinar package costings:

	Members price excl VAT	Non-members price excl VAT
Individual webinar, including design, delivery and recording	£750	£800
Package of 2 webinars	£1,500 (£750 per webinar)	£1600 (£800 per webinar)
Package of 3 webinars	£1,950 (£650 per webinar)	£2,100 (£700 per webinar)

Inclusive Employers – National Inclusion Week 2022 webinar package

Package of 4 webinars	£2,600 (£650 per webinar)	£2,800 (£700 per webinar)
Package of 5 webinars	£3,250 (£650 per webinar)	£3,500 (£700 per webinar)
Package of 6 webinars	£3,300 (£550 per webinar)	£3,600 (£600 per webinar)
Package of 7 webinars	£3,850 (£550 per webinar)	£4,200 (£600 per webinar)

How to book your National Inclusion Week session(s):

Members, please speak to your Account Manager.

Non-members, [please get in touch here](#) for more information.