

service catalog

2023-2024

inclusive
communities

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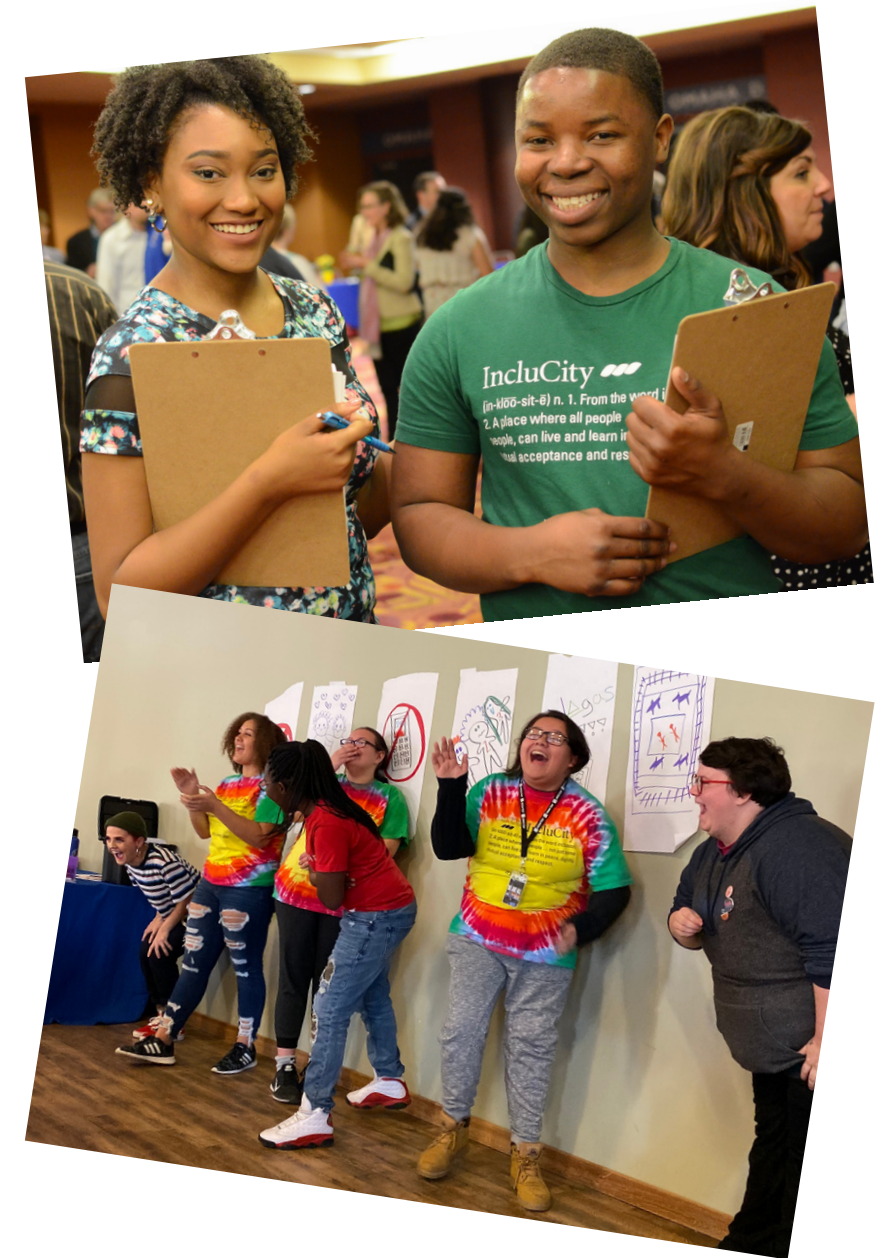
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overview

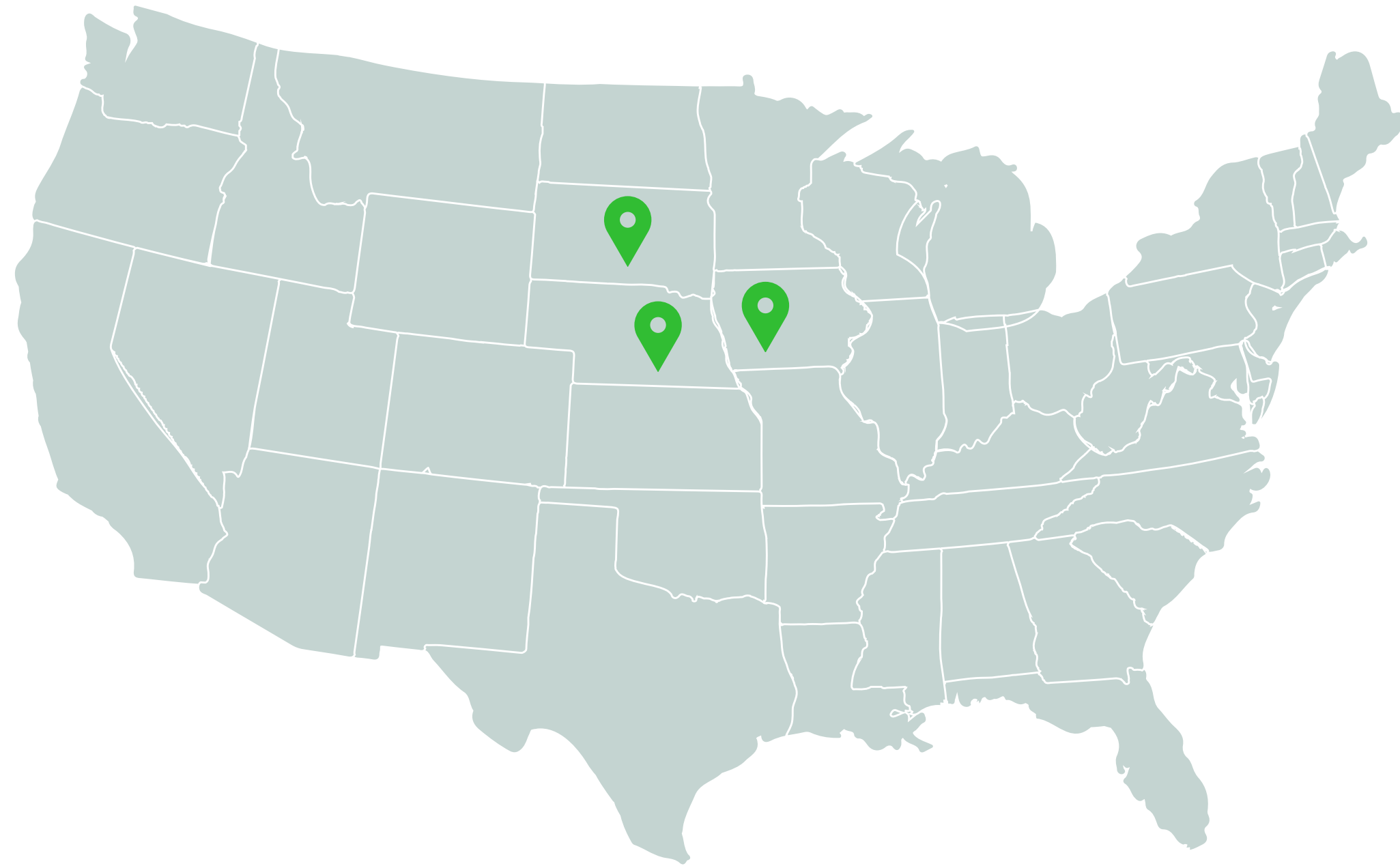
Inclusive Communities has been confronting prejudice, bigotry, and discrimination in Nebraska since 1938. We are proud to put our mission into practice internally with our diverse staff, through our shared leadership model, and our dedicated board of directors. As a result of our team dynamic, we have a range of lived experiences that enables us to relate on many levels to the communities that we serve.

Inclusive Communities is the only nonprofit human relations organization that serves the Midwest region through education and outreach. We do this by meeting people where there are and having tough conversations which break down the barriers to unity and inclusion. We offer a suite of programs or can customize one to meet your company or organization's needs. Programming ranges anywhere from one-hour workshops to year-long packages. We are committed to partnering with you to meet your goals whether it be building community amongst employees or promoting a business culture that is more inclusive for the benefits of your employees and clients.

Our foundational belief - which informs our programming - is that organizations that embrace equity will profoundly benefit from the resulting cultural shift. Inclusive work environments yield diverse ideas and more creative problem solving, increases employee retention, employees are more productive in a space where they feel acceptance (or in spaces where exclusion is not something they have to consider). Companies that put diversity first tend to become more profitable, experience increased productivity, problem solving and creativity.



service area



directors' message

At Inclusive Communities we've adopted a shared leadership model stemming from the belief that our team functions best when each member has the personal agency to do this work in the way that is sustainable for them. Building equity isn't easy, and neither is working in an environment where we confront various forms of prejudice, bigotry, and discrimination everyday. Our organizational culture shift is a recognition of that, and the way we leverage our power to maximize our impact.

We recognize that each organization or community that we interact with is nuanced, at a different stage of their DEI journey, and comes to us with unique needs. Our commitment is to meet everyone where they are and guide their own growth. While we are firm believers that it takes discomfort to grow, our programs don't prescribe or mandate actions for you. Instead we aim to provoke critical self-study and evaluation.

Our programs challenge you to break down stereotypes, myths, and barriers along the divides of race, faith, ability, gender identity, and other identities. We aim to help you take that critical first step toward building an inclusive culture that reflects mutual trust, acceptance and respect for all.

Whether you're just beginning, continuing or deepening the diversity, equity, and inclusion (DEI) conversation at your organization, we will work alongside you to create the programming that suits your diversity of needs. Thank you for choosing to take meaningful actions to embrace diversity and strengthen community with us!



Cammy Watkins, Executive Director

our team



Cammy Watkins
Executive Director



Brittany Wright
Director of Operations



Robbie Quiñones
Director of Culture & Sustainability



Dominic Green
Director of Programs & Faculty



Lachelle Rankins
Director of Strategic Partnerships



Veronica Switzer
Programs Manager



Ang Bennett
Communications Manager



Katie Petry
IncluCity Program Manager



Nikki Smith
Senior Program Partner



Madi Barker
Program Partner

taking ACTion

Our philosophy is that action begins when we meet folks where they are. We believe in providing inclusive and cumulative steps that you can take to build equity in your community. We call this the ACT rubric - an acronym that stands for Affirm, Confront, Transform.

- **Affirm steps are individual level steps such as self-guided education.**
- **Confront steps are peer and community level steps challenging you to start and engage in conversations that you may not have participated in before.**
- **Transform steps invite you to leverage the power you have in your communities and organizations to directly advocate for and create inclusive change.**

Through our fee for service programming, we invite you to take ACTION. Our ACTION Services are designed for all ages and sectors of society. These programs are available to businesses, educational institutions, government agencies, nonprofit organizations, and community and faith groups. From workshop to series to planning, these programs increase incrementally in length and are progressively more advanced.





ACTION Workshop - 2-hrs to 1 day

ACTION Workshops are available in 2-hour, half- or full-day formats for up to 60 participants. They are designed for all ages and sectors of our community. Workshops cover a range of competencies such as Identity and Intersectionality, Systems of Advantage, Unconscious Bias, Cultural Competency, Microaggressions and others. The sessions provide space to share personal experiences with the various "-isms" and give participants the opportunity to explore ideas of discrimination and privilege at the personal and interpersonal levels.

Learning Outcomes of an ACTION Workshop

- Build understanding of personal and social identity concepts
- Explore identity self-analysis
- Learn about visible and non-visible identities
- Recognize the role of socialization in shaping core personal beliefs/biases and breaking out of these where necessary
- Develop skills to be an active listener and engage in dialogue rather than debate
- Recognize the difference between equity and equality
- Identify problematic communication models, microaggressions and forms of verbal discrimination
- Develop the means to resolve conflict using empathy and inclusivity
- Learn how to create more inclusive workspaces and communities





ACTion Series - 4-5 sessions (monthly or as needed)

ACTion Series prepares participants to go beyond “Taco Tuesdays” and “language policing” to truly understand diversity, equity, and inclusion’s impact on employee performance, group thinking, and productivity.

This is a 4 to 5-workshop series for up to 60 participants per workshop. It equips participants with the language and knowledge necessary to recruit and retain a diverse workforce while demonstrating a top-down company value of inclusivity. ACTion series includes presentations from experts, facilitated dialogues, and interactive skills training. Participants develop a better understanding of how customers,’ employees,’ students’ or members’ diverse identities impact how they perceive and experience their organizations, workspaces, services, and community. Your ACTion series is tailored to your organization's diversity and inclusion goals. Inclusive Communities will work with you to identify those goals. If one workshop isn't enough, this package is right for you.

The time between each workshop you opt for in our ACTion Series allows you and your group to apply new knowledge. It also provides opportunities to practice inclusive behaviors and more thoughtful ways to communicate.





ACTion Planning - 10 months to 1 year

ACTion Planning is designed to help employees understand their role and responsibility in creating an organizational culture where everyone can learn, communicate, and work in collaboration and mutual respect. Trained Inclusive Communities program staff co-lead monthly planning sessions and support organizations with facilitating a mixture of staff development training, experiential leadership workshops, office dialogues, and companywide interactive educational campaigns. These activities challenge participants to leave their “comfort zones” and empower them to become positive role models and future leaders of inclusion.

ACTion Planning begins with an 8-hour training session followed by monthly planning sessions which follow a staff meeting style and is co-led by Inclusive Communities faculty. Pre, post and one-year surveys will be conducted.

There are three ACTion Planning options

- Facilitation Package - 10 monthly 90-minute planning sessions for up to 20 people and depending on the size of your organization
- Program Package* - full-day foundation workshop plus 10 monthly planning sessions. The foundation workshop is open to your full staff up to 60 people.
- Program Package + Executive Coaching - includes 10 direct one-on-one leadership coaching sessions for your Executive Director

**We recommend the Program Package for organizations that have no previous experience with Inclusive Communities programming.*





ACTion Training - for individuals who have completed ACTion Planning or equivalent work

Inclusive Communities utilizes the Head, Heart, and Hands facilitation method for Diversity and Inclusion training and workshops. This interactional process for training allows participants to identify the facts and the existing knowledge around a particular topic, then reflect upon how the manifestation of this knowledge has affected behaviors and actions (Head). Next, we look at the emotional and cognitive response to this knowledge and how each individual interprets their role in the perpetuation of the topic (Heart). Followed by a discussion on how we move forward and make decisions utilizing this new knowledge to make changes to the established norms (Hands). ACTion Training also includes an overview of any language or policy changes determined in the Document/Policy Review.

**ACTion Training specific to your organization are available throughout the year per request.*



add-ons

Document/Policy Review

Inclusive Communities will audit existing company documents and training curricula to better assess areas for improvement and aid in implementing Diversity and Inclusion focused language. IC staff will interview stakeholders (company staff, administration, etc.) to assess needs, gather information for areas of improvement, and determine best practices. IC will provide a written summary of recommendations for changes to documents/policies and develop an ACTion Training proposal to implement the new policies and procedures.

Keynote Speakers

For organizations wishing to begin their DEI journey as a large group (90+ persons), the Inclusive Communities Faculty can deliver a Keynote Address. While this option allows you an opportunity to involve your entire organization, the large group size does not allow for some of the more interactive aspects of our business programming. Keynote Addresses delivered online will be hosted through your organization's virtual meeting platform.

Community Dialogue

Modeled after our Omaha Table Talk series, Inclusive Communities will partner with your organization to coordinate and facilitate this program in the community you serve. We offer pre-program consultation to develop a dialogue topic that explores an area for which your specific audience requires thought leadership and diverse perspectives.



programs for students

Our youth programming is at the heart of all our work at Inclusive Communities. Our young people consistently show us the way that inclusion is constantly evolving and direct us towards the discussions that we should be having as a society to foster a culture in which they feel a true sense of belonging.

In many ways, our youth programming guides the programs that we offer at every other level. Through our youth programming, we can work with students from area high schools and organizations along with volunteer staff from across Nebraska, South Dakota, and western Iowa.

Our main IncluCity program is a human relation and leadership program for a diverse group of high school-aged youth. It is delivered in a 4-day, 3-night camp format. Students take essential steps in confronting bigotry, prejudice, and discrimination. In this brave and respectful environment, students examine their own biases and prejudices, discover ways to dismantle stereotypes; build lasting cross-cultural relationships; learn ways to resolve conflict peacefully; and become allies for one another.

IncluCity Middle and Elementary tackle the above-mentioned topics in an age-appropriate format in an afterschool setting.

In addition to K-12 programming, Inclusive Communities also offers partnerships with colleges and universities to deliver the Dialogue Project.





IncluCity celebrates the differences in identity that contribute to the diversity all around us. This program aims to spark discussion around creating spaces where all identities can be included, supported, and affirmed. IncluCity allows students to come together in community regardless of background, builds cross-cultural bonds, and fosters a sense of inclusive leadership.

Each high school delegation consists of 15 students and up to 2 teacher advisors. Your institution can participate in IncluCity on a yearly basis to build and grow student leaders within your high school.

This service includes

- A pre-program consultation with designated teacher advisor(s),
- Provision of printed and facilitation materials,
- Food and lodging for students and advisors,
- Transportation to and from the camp location
- One ACTION Workshop (1-day 6-hours for up to 60 participants) that can be used to recruit students and/or teachers and staff. This can be scheduled any time throughout the academic year that your delegation attends IncluCity.

love for IncluCity

Bellevue East High Educator



Yesterday was wonderful and I could feel the energy change in the room as the day went on. Students were engaged and having thoughtful discussions and truly enjoyed themselves. Thank you so much for all of it! You two are amazing and we are grateful that you pour so much time and energy into our district. Your support and guidance through the process is very much appreciated. #YouRockAtLife

Omaha North Student



This program is one of the most impactful weekends of my life and I feel like it opens your eyes to a different way of thinking about the problems society and ourselves make unconsciously.

Bellevue West Educator



Just wanted to say thank you so much for a wonderful day of programming. I had no idea how you all would be able to do this virtually while still being effective. You absolutely nailed it. It was engaging and well-organized. The students were loving it and having great conversations. I'm so excited for the upcoming programming!

Abraham Lincoln Student



What I liked most about the Creating Inclusive Communities (CIC) workshop was the community feeling and trust, the honesty, and the eye-opening stories and feeling of understanding.

afterschool programming

IncluCity Middle follows a similar curriculum to our IncluCity camp but delivers this information in a format that caters to students at the middle school and elementary levels. The program is facilitated by faculty who have K-12 education expertise. IncluCity Elementary is currently in development and will follow the same format as the IncluCity Middle programming.

Specifically, our afterschool programming introduces the concepts of identity, prejudice and bias, and equity to middle and elementary schoolers in an engaging, age-appropriate, and manageable way. It fosters independent thinking about self, inclusion and respect for others.



for college students

Modeled after our Omaha Table Talk Series, the Dialogue Project aims to amplify, uplift, and create space for crucial conversations being had in on-campus spaces.

As students navigate college life, creating a community around minoritized and marginalized experiences fosters a more supportive educational environment, in which inclusion and understanding become the foundations for the graduates and professionals they will become.

Inclusive Communities works with the relevant departments of colleges and universities to facilitate and guide these discussions that will be had by students and for students.

The Dialogue Project was developed in recognition that young people are the ones who are moving inclusion forward and determining where we need to go as a society that welcomes and supports all people.



programs for community

Omaha Table Talk (OTT) was one of the first local human relations programs to provide facilitated and informally structured gatherings for people of different ethnicities and cultures throughout our community, to engage in conversations about diversity and inclusion over dinner. OTT has been offered in our community for over 10 years and is the result of decades-long efforts by engaged community members to have real, open dialogues about how various forms of identity impact our community and interactions with each other. Our OTT series programming highlights themes and topics based on trending issues our community is facing. Each Table Talk program opens with a panel of speakers and is then broken into small group discussions led by trained facilitators, who guide brave, honest, and open conversations.

Programs, such as OTT, ultimately help eliminate prejudice and inequities in our community by providing participants with the opportunity to interact with each other and learn from people with diverse identities and experiences. We are open to partnerships - like the ones we have already forged for Queer Table Talk, AAPI Table Talk, and Native + Indigenous Table Talk - which will expand our Table Talk program and elevate marginalized communities and topics.



table talks

Inclusive Communities owns the Table Talk service mark and is committed to expanding dialogues using the Omaha Table Talk model. If you would like to use the Table Talk brand, we are happy to discuss partnership options with your organization or group.

In 2019 we partnered with another Nebraska-based nonprofit organization - OutNebraska - for Queer Table Talk which aims to build a greater understanding of issues relating to the LGBTQIA2S+ community. During COVID-19 we launched Virtual Table Talk as a modified, ad-hoc response to the need to maintain physical distance.

In 2021, the Table Talk series further expanded as we partnered with AAPI and Native and Indigenous community groups to offer AAPI Table Talk and Native & Indigenous Table Talk respectively to bring issues of the minoritization of these communities into the mainstream.

The 2023-24 Table Talk series will be offered in a hybrid, virtual and in-person format.



This program is generously provided by the National Endowment for the Arts, Humanities Nebraska, United We Stand, Lozier, Cox Communications, and American Family Insurance.

leadership development

When you're ready to take your diversity, equity, and inclusion knowledge to the next level, Inclusive Communities offers two leadership development options. Leadership development helps you to access and leverage your power within your organization, communities, and the systems you work in.

We currently offer two leadership programs:

- **Transformational Leadership**
- **LeadDIVERSITY**

Transformational Leadership Originally offered through a partnership with Bellevue University, Transformational Leadership is a re-launched program now solely through Inclusive Communities that incorporates the foundations of diversity, equity, and inclusion into the skills leaders need to succeed.

Over the course of five sessions, program participants will focus on: identity and authenticity, why and how diversity contributes to business results, coaching for performance and assertive communication, retention and talent strategy, and operationalizing the value of diversity in the workforce.

LeadDIVERSITY is our ten-month-long leadership program that challenges and engages individuals who are ready to create organizational and systemic change. This program is geared towards applicants who have already established their commitment to DEI work and provides them with a toolkit of best practices to advance their journey

“
Once in a while, you have the pleasure of observing a team shift from a group of talented players to one with a collective vision. When that happens, they are unstoppable. I felt that shift with our group.

KARA

“
We're allies! This is where our power of influence is going to come from!

DULCE

“
I am so very grateful to LeadDIVERSITY and the opportunities we have to grow through this program.

BARRY

TRANSFORMATIONAL leadership

Transformational Leadership is a five-month program that consists of monthly half-day sessions. The program is designed for individuals from talent-forward companies interested in building agile teams, strong leadership, and greater innovation. It covers topics such as identity and authenticity, why and how diversity contributes significantly and powerfully to business results, coaching for performance and assertive communication, retention, and talent strategy, and operationalizing the value of diversity in the workforce.

Registration

Registration for Transformational Leadership is open twice a year via the Inclusive Communities website:

- Fall Cohort: Registration is open June-July
- Spring Cohort: Registration is open November-December



leadDIVERSITY

LeadDIVERSITY, is a 10-month intensive program designed to build a network of leaders (referred to as Advocates) dedicated to creating opportunities and solutions related to diversity, equity, and inclusion in the Midwest. Advocates receive exceptional skills training to move Midwest workplaces and their communities forward. LeadDIVERSITY redefines leadership both for the individuals who participate and the organizations and businesses they represent.

LeadDIVERSITY Advocates gain a greater awareness of personal identity, expanded knowledge of local experts, organizations, and resources, and a tool kit for addressing issues of diversity in personal and professional settings. Their organizations experience a growth in the pool of involved and educated diversity, equity, and inclusion (DEI) leaders. who understand the connection between inclusion and organizational success.

Application

Applications for LeadDIVERSITY are accepted in May-June each year via the Inclusive Communities website. The program typically runs from September to June. Tuition assistance and scholarships are available based on need.

**Applications require One letter of recommendation, participation note from a supervisor, resume, and personal essay.*



FAQs

How do I know which programming option is right for my organization or company?

Your ideal programming option is what would most benefit your team and fits within your budget. You can seek guidance from your HR Director or contact us.

What is the next step?

When you have an idea of what would be a good fit for your team, contact us for a consultation call. During this call, we will go over your specific needs, look at dates and initiate a contract.

When are workshops typically scheduled?

The Inclusive Communities Faculty schedule workshops 45-60 days ahead of time. However, if you are looking for programming sooner, we will make the schedule arrangements, if possible, for an additional expediting fee. Expedited workshops are not guaranteed to be held in-person due to staffing, but is guaranteed to be virtual.

What is the payment schedule?

We never want our work to be cost-prohibitive. If you need to discuss pricing further, please contact us. An invoice is sent along with the contract to confirm the workshop. 50% of total fee is due within 14 days of receipt of your invoice. Your remaining balance will be due 14 days prior to the date of your first workshop.

Where are workshops held?

We offer both virtual and in-person programming. In-person workshops can be held at the location of the client's choosing. Traveling fees will be applied. The client is responsible for providing accommodations (e.g. wheelchair access, physical distancing compliance, etc.) for all in-person programming. For virtual workshops of more than 300 persons, hosting is required from the contracting organization.

Are there accessibility options for your programs?

Yes! Let us know if you require specific resources such as ASL services or language interpreters. We can provide additional faculty to meet these needs. Faculty charges may apply.

pricing

ACTion Workshop

Full Day (6-8 hours)
Half Day (4-5 hours)
2-hour session

Starting
at

\$3,500
\$1,800
\$1,100

ACTion Series (4-5 workshops)

Full Day
Half Day
2-hour session
90-minute session

\$15,000
\$7,500
\$4,500
\$3,750

+20 participants
+40 participants

\$450
\$800

ACTion Planning

Facilitation Package
Program Package
Program Package + Executive Coaching

\$10,000
\$12,000
\$15,000

ACTion Training

for groups up to 10 persons
+\$1,000 for each additional person

\$8,000

IncluCity

Full Package - 15-student delegation \$4,000
Partial Package - up to 7-student delegation \$3,000

IncluCity Middle pricing is determined by the number of hours and days per week required by your school. Contact us to work out a schedule.

Document/Policy Review starts at \$150/hour.

School rates are available upon request.

Ask about our Speaker fees, stand-alone Executive Coaching, and small group pricing!

**Additional fees will be applied to groups requiring additional faculty.*

For all pricing inquiries, contact our
Director of Programs, Dominic Green at
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find us

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thank you for your choosing us as your DEI partner