INCLUSIVE COMMUNITIES

Business Programming

SERVICE PACKAGE 2020/21

As of 09/01/2020

6400 University Drive, N, CEC 122, Omaha, Nebraska 68182-0868 | www.inclusive-communities.org
CONGRATULATIONS!
YOU'RE TAKING THE NEXT STEP FOR YOUR TEAM.
HERE IS EVERYTHING YOU NEED TO KNOW AS YOU MOVE FORWARD.

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**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 staff, including leadership and Board of Directors. We are working on further increasing our diversity to represent the community we serve. As a result of this team dynamic, we have a range of lived experiences and can relate to many that we serve.

Inclusive Communities is the only Non-profit Human Relations organization in Nebraska focused on eliminating bigotry, prejudice, and discrimination through education and outreach. We do this by meeting people where there are and having the tough conversations which break down the barriers to unity and inclusion. Inclusive Communities offers a suite of programs or can customize a workshop to meet your company or organization’s needs. Programming ranges anywhere from one-hour workshops to year-long packages. Inclusive Communities is 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. Studies show increased employee retention, inclusive/diverse work environments yield diverse ideas and more creative problem solving, employees are more productive in a space where they feel acceptance (or in spaces where exclusion is not something they have to consider).

There is also the case that more diverse companies tend to become more profitable due to the increased productivity/problem-solving/creativity. Yet, we also acknowledge the impact of diversity is paradoxical. While diversity offers great benefits, a workforce representative of many backgrounds also presents challenges. Lack of knowledge and sensitivity, experience with and awareness of different values, attitudes, beliefs, and traditions can lead to misunderstanding and tension among various groups.
This journey is not a straight line. Much like other aspects of our lives, the work of equity and inclusivity is a continuing journey. We’re happy that you’ve decided to consider Inclusive Communities to join you as you engage in this life changing development work.

The aim of our business programming is not just to bring change to the Human Resources department of an organization in one moment. Our objective is to help you create lasting culture change throughout your organization and for years to come. By investing time into your employees, together we begin that path of cultural transformation that creates space and community rooted in equity, diversity and inclusion.

We believe organizations that embrace diversity will benefit in multiple ways. Yet, we acknowledge that a workforce representative of many backgrounds also presents challenges.

Rather than viewing these challenges as obstacles, Inclusive Communities seizes them as opportunities to strengthen our community.

Through well-researched programs designed to examine and break down stereotypes, myths and barriers among the divides of race, faith, gender and other identities, we take a critical first step toward building an inclusive workplace culture that reflects mutual trust, acceptance and respect for all.

Whether you’re just beginning, continuing or deepening the DEI conversation at your organization, we will work alongside you to create the programming that suits your unique personnel and needs.

Thank you for choosing to embrace diversity and strengthen community with us!
PROGRAMMING OPTIONS
CREATING INCLUSIVE COMMUNITIES (CIC)

CICs are designed for all ages and sectors of society. They are typically available as 90-minute, half day or full day workshops depending on the needs of the group.

CIC Outcomes:
- Build understanding of personal and social identity concepts
- Explore identity self-analysis
- Learn about visible and non-visible identities
- Explore ideas of discrimination and privilege at the personal and interpersonal levels
- Provides space to share personal experiences with the various "-isms"
- 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

Snapshot

Duration: Short Term (90 minutes-1 day)

Participants: 50 max*

Composition: 1 workshop

Starting price: $750

*Added fees apply for every additional 20 persons.

Creating Inclusive Communities (CIC’s) workshops are available in 90 minutes to half or full day formats and designed for all ages and sectors of our community. Workshops can cover a range of topics such as Identity, Intersectionality, Systems of Advantage, Socialization and Implicit Bias, Allyship, Microaggressions and Intentional Inclusion.
BUILDING BLOCKS OF INCLUSION (BBI)

Did you know that encouraging discussion about diversity and inclusivity in your workplace not only creates a more positive work environment, but also increases your earning potential?

Studies have shown that inclusive workplaces lead to greater collaboration, increased idea sharing, and more creative problem solving. Environments in which employees feel safe and heard tend to have higher retention rates and overall continuity of work products.

If one CIC isn’t enough, our BBI series helps you set your organization up for success by guiding you through the various ways that you can make your workplace more inclusive with a series of short workshops.

Our BBI is a package of CIC workshops tailored to the diversity and inclusion goals of your organization. If one workshop isn’t enough, this package is right for you.

From leadership development, to cross-cultural communication and inclusive office culture, Building Blocks of Inclusion (BBI) prepares participants to go beyond “Taco Tuesdays” and language policing to truly understanding diversity and inclusion’s impact on employee performance, group think, and productivity. This is a 4 to 6-part series equipping business and nonprofit professionals with the language and knowledge necessary to recruit & retain a diverse workforce while demonstrating a top-down company value of inclusivity. BBI includes presentations from experts, facilitated dialogues, and interactive skills training. Throughout this customized course, participants develop a better understanding of how their customers ‘and employees ‘diverse identities impact how they perceive and experience their organizations, workspaces, services, and community.

Snapshot

*Duration: Medium Term (6-9 months)*

*Participants: 50 max*

*Composition: 4-6 workshops*

*Starting price: $2,500*

The time between each workshop that you opt for in our BBI series allows you and your employees to apply knew knowledge. It also provides the opportunities to practice inclusive behaviors and more thoughtful ways of communicating.

*Added fees apply for every additional 20 persons.*
PROJECT READI

All ProjectREADI Workshops are currently being offered virtually. They are designed for a maximum of 95 participants and delivered by one facilitator.

For groups larger than 95 persons, and additional facilitator will be engaged with a commensurate adjustment of cost which can be discussed with the Business Development Manager.

Prices and course content vary for schools, non-profit organizations, and corporate clients.

This program begins with a 12-hour training session followed by monthly staff meetings which are co-led by an Inclusive Communities facilitator.

ProjectREADI Outcomes:
- Employees actively contribute to creating and continuing an inclusive organizational culture grounded in awareness and respect
- Communication and collaboration is improved across all levels of an organization
- Improved interpersonal relationships

There are three ProjectREADI options:
- The Facilitation Package consists of 10 monthly planning sessions for up to 25 people
- The Program Package consists of one full-day Foundation workshop plus 10 monthly planning sessions. The Foundation workshop is open to 90 people or your full staff.
- The Executive Coaching add-on included direct one-on-one leadership coaching for your Executive Director

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

ProjectREADI (Respect, Equity, Access, Diversity, & Inclusion) is a year-long human relations, diversity awareness and leadership development business package for administrative and direct-line professionals. Project READI 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 IC program staff co-lead monthly staff meetings and support organizations with facilitating a mixture of staff development trainings, experiential leadership workshops, office dialogues and companywide interactive educational campaigns. These activities challenge participants to leave their “comfort zone” and empowers them to become positive role models and future leaders of inclusion.
OTHER SPECIALIZED SERVICES
IF A WORKSHOP ISN'T WHAT YOU NEED WE HAVE OTHER SERVICES TO HELP YOU MEET YOUR DEI NEEDS!

**Document/Policy Review**

$50-100 per hour

Inclusive Communities will audit existing company documents and training curriculum to better assess areas for improvement and aid in implementation of 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 a Training for Trainers to implement the new policies and procedures.

**Keynote Addresses**

$750 per hour

For organizations wishing to begin their DEI journey as a large group (90+ persons), IC Staff are able to 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. In respect of physical distancing, Keynote Addresses for 2020/21 are offered exclusively online and hosted through your organization’s virtual meeting platform.
LEADERSHIP PROGRAMS
FOR INDIVIDUALS WANTING TO BECOME CHANGE MAKERS AND CULTURE BEARERS FOR DIVERSITY, EQUITY, AND INCLUSION IN THEIR ORGANIZATIONS AND BEYOND

LeadDIVERSITY
Applications accepted in May each year
LeadDIVERSITY redefines leadership to build inclusive and diverse teams. In this program, a select group of leaders explore the concept of diversity leadership and analyze its personal, workplace, and community impact. LeadDIVERSITY participants (referred to as Advocates) receive exceptional skills training to move Nebraska workplaces and communities forward. Each cohort works together on a diversity, equity and inclusion focused service project highlighting the imperative nature of implementing serious social change. LeadDIVERSITY redefines leadership both for the individuals who participate and the organizations and businesses they represent.

Transformational Leadership Program
Applications accepted through Bellevue University
This is a new five-session program developed and offered in partnership with Bellevue University. It covers identity and authenticity, why and how diversity contributes significantly and powerfully to business results, coaching for performance and powerful communication, retention and talent strategy, and operationalizing the value of diversity in the workforce. An upcoming session will begin in November 2020.

Training for Trainers (T4T)
Starting at $5500-7,500 Up to 20 People
A public T4T is offered once per year. Private T4Ts for your organization are available throughout the year per request.
Inclusive Communities utilizes the Head, Heart and Hands method of facilitation for Diversity and Inclusion trainings and workshops. This interactive process for trainings 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 discussion on how we move forward and make decisions utilizing this new knowledge to make changes to the established norms-Hands. This Training for Trainers will also include an overview of any language or policy changes determined in the Document/Policy Review.
CLIENT TESTIMONIALS

Excellent training format! Day flew by with insightful dialogue and conversations.

Enjoyed being able to share thoughts/experiences with others and hearing others.

Great job of creating a safe space.

Wonderful and concrete ideas that we can take-away!
“We want Norfolk to be a place where belonging and opportunity can be felt in the air. Inclusive Communities is helping us weave inclusion into the fabric of our community, in the process building a city that embraces and encourages anyone looking to make a better future for themselves and their families.”

-- Josh Moenning --
Mayor of Norfolk, Nebraska

“The trainings I have attended and the assistance I have received from Inclusive Communities has made me a better City of Lincoln employee, and a better advocate for other City employees and Lincoln community members. My hope is that other City employees will be provided with these same opportunities to gain knowledge, humility, and experience in challenging bias, myths, and other barriers in order to effectuate a more diverse, equitable and inclusive workplace and community.”

-- Mindy Rush Chipman --
Director of Lincoln Commission on Human Rights
## STANDARD PRICING*

*As at 09/01/2020

<table>
<thead>
<tr>
<th>CIC Workshops</th>
<th>Corporate</th>
<th>Non-Profit</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Day</td>
<td>$5,000</td>
<td>$2,000</td>
<td>$1,500</td>
</tr>
<tr>
<td>Half Day</td>
<td>$2,200</td>
<td>$950</td>
<td>$750</td>
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<tr>
<td>2-Hr Session</td>
<td>$850</td>
<td>$625</td>
<td>$500</td>
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<tr>
<td>90 Minute Session</td>
<td>$750</td>
<td>$525</td>
<td>$375</td>
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</table>

- The above reflects starting prices for virtual programs of up to 50 persons
- For every additional 20 persons add one facilitator
- Groups < 20 subject to small group pricing. Call for details.

<table>
<thead>
<tr>
<th>ProjectREADI</th>
<th>Corporate</th>
<th>Non-Profit</th>
<th>School</th>
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</thead>
<tbody>
<tr>
<td>Facilitation Package</td>
<td>$3,500</td>
<td>$2,500</td>
<td>$2,200</td>
</tr>
<tr>
<td>Program Package</td>
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<tr>
<td>Program Package + Executive Coaching</td>
<td>$6,500</td>
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- See ProjectREADI page for package details

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<tr>
<th>BBI Workshops</th>
<th>Corporate</th>
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<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Day</td>
<td>$20,000</td>
<td>$8,000</td>
<td>$6,000</td>
</tr>
<tr>
<td>Half Day</td>
<td>$8,800</td>
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<tr>
<td>2-Hr Session</td>
<td>$3,400</td>
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</tr>
<tr>
<td>90 Minute Session</td>
<td>$3,000</td>
<td>$2,100</td>
<td>$1,500</td>
</tr>
</tbody>
</table>

- The above pricing reflects costs for a group of four customized workshops
** Additional fees apply for customization of any program
FAQS

How do I know which programming option is right for my organization or company?
Your team should have a specific idea of which programming option would benefit you the most and fits within your budget. If not, ask your HR Director for their input.

What is the next step?
Take the time to look through all the menu options and read about the individual workshops. When you have an idea of what would be a good fit for your team, contact the Business Development Manager for a consultation call. During this call, we will go over your specific needs, look at dates and get a contract going.

When are workshops typically scheduled?
The Inclusive Communities Facilitators schedule workshops 30-60 days out. However if you are looking for programming sooner if scheduling allows arrangements can be made, but an expedited fee will be applied.

What is the payment schedule?
We never want our work to be cost prohibitive. If you need to discuss pricing further, please contact the Business Development Manager. An invoice is sent along with the contract to confirm the workshop. Payment is due within 7 days prior to your first workshop.

Where are workshops held?
Due to COVID-19, most workshops are held on Zoom or other comparable virtual platforms. Workshops can be held at the location of the Client’s choosing. Traveling fees will be applied. The Client is responsible for providing accommodations for all programming. For Zoom workshops of more than 90 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 facilitators to meet these needs. Facilitator charges may apply.

WE'RE EXCITED THAT YOU'RE MAKING THIS STEP TO IMPROVE DIVERSITY, EQUITY, AND INCLUSION IN YOUR WORKPLACE!

Contact Business Development Manager Tena Hahn-Rodriguez to continue the conversation when you have chosen the right business programming for the needs of your organization by emailing Tena@inclusive-communities.org
FIND US

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