

Outward Inclusion

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

Wednesday – August 9, 2023

8:00 AM – 3:30 PM

CESA 8 Office

Too many organizational efforts to address diversity and inclusion focus on behaviors alone. The marginalizing and discriminatory behaviors we are trying to address are behavioral manifestations of something deeper than behavior—mindset. For this reason, if we engage in change efforts that do not address mindset—nothing will change.

The Outward Inclusion workshop equips organizations with the tools to address the mindset and behaviors that get in the way of creating the culture organizations need. 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.

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

Program Format

Outward Inclusion is a one-day workshop appropriate for employees at all levels of any organization.

Participants encounter powerful concepts, utilize 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 workshop 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.

Presenter: Jo Miller

JoAnn (Jo) Miller is the Director of Continuous Improvement at CESA 8 and an Arbinger facilitator. As an organization systems specialist with a keen focus on the human element, Jo connects continuous improvement, coaching, and an individual's role in creating organizational culture. Jo draws on her 15+ years in education and 5 years of private industry quality management experience to work with organizations seeking to improve outcomes for those they serve by developing coordinated, resilient, sustainable systems.

Jo is also Lean Six Sigma blackbelt trained, a National Board Certified Teacher, and the 2013 Wisconsin state teacher of the year.



Cost: \$200 per person for CESA 8 CIA Member Districts, \$400 for all others, includes material and lunch

Registration: [myQuickReg](#)

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