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## **Inclusive Leadership for Mission-Driven Teams**

**Purpose:** This course is designed to guide leadership teams through a strategic DEI process: *creating an inclusive environment where employees and volunteers can thrive*. We look at practical ways to discover and leverage strengths; mitigate bias in decision-making processes; building an effective accountability structure; and create genuinely safe spaces.

### **Objectives / Outcomes:**

- Apply the pillars of Inclusive Leadership to your organization:
  - **Commitment to Continuous Learning**
  - **Challenging Bias in Decision-Making**
  - **Creating an Environment of Advocacy & Psychological Safety**
  - **Building an Accountability Structure**
- Introspection: You should feel confident in your ability to examine your own thoughts, emotions, judgments, and perceptions through an inclusive lens. You should feel your reach as a leader expand.
- Implementation: You will leave training with information and ideas that can be quickly applied to your real life. Prepare to demonstrate inclusive leadership with action after this time together.

**Format / Materials:** This workshop will be offered virtually or in-person in a combination of lecture, handouts, group discussions, and interactive activities. This course can be delivered as a stand-alone webinar between 60-90 minutes, or “retreat” style over the course of 2 days.

**Who it's for:** Management teams, nonprofit organizations, boards, community-serving organizations, executives



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## **Course Outline**

### **Topic 1: Introduction**

- Understanding your rights and responsibilities
- The value of inclusive leaders

### **Topic 2: Commitment to Continuous Learning**

- What to look for
- Ways to integrate continuous learning
- Moving through the learning zones

### **Topic 3: Bias In Decision-Making**

- Activity
- Heuristics and natural tendencies
- Identifying and mitigating bias

### **Topic 4: Advocacy and Psychological Safety**

- The key to psychologically safe environments
- Examining your ability to advocate for yourself and others

### **Topic 5: Building an Accountability Structure**

- Effective vs. Ineffective structures
- Tips for building an accountability structure based on your organization's size, company culture, and conflict resolution style (group discussion)