



Leading for Antiracism & Equity Free Webinar Series

Embed, Evaluate, Evolve Protocol: Structures to Put in Place to Sustain an Inclusive Culture

Embed Inclusion

- Individual - lead through example, expect everyone to honor people's humanity and diverse identities
- Cultural - hold people accountable for inclusion & center it as core to achieving your mission, vision, and values
- Structural - integrate INCLUDE norms into your performance reviews, meetings, traditions, policies, and processes

Evaluate Inclusion

- Conduct Policy/Process Audits by benchmarking them against your INCLUDE norms and definition of inclusion
- Facilitate an Inclusion SOAR at a staff meeting
- Hold everybody accountable for harm (have policies for correcting behavior & reconciliation) and for sustaining inclusion (have processes for celebrating inclusion wins)

Evolve for Inclusion

- Collect feedback and use that data to inform your decisions on what to sustain and adjust
- Acknowledge and Adjust norms, policies, processes based on feedback - involve stakeholders in this decision-making process
- Be true to what you say, everyday - make inclusion a lifestyle