



INdivisible

Radically rethinking inclusion for
sustainable business results
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INdivisible Reading-for-Action Circles

Organizations know it is more important than ever to get inclusion right. Implementing *INdivisible* Reading-for-Action Circles across your organization or community will enable deep, collective understanding and action for change. Our free-to-use guide contains suggestions for how circles can be most effective, and we invite you to tailor them to what works best for you.

Meeting One: Getting Started

Introductions (15 minutes)

- Your name and how you contribute at this organization
- Why you joined the reading-for-action circle

Fundamentals (15 minutes)

- Agree how the group will communicate during the sessions and between
- Discuss what is needed from each person to make the circle as successful and impactful as possible

Baseline (20 minutes)

- Before reading *INdivisible*, how did you understand inclusion?
- And how did you see your role in the work of inclusion?

Looking ahead (10 minutes)

- What you're looking forward to most over the weeks of the circle
- Questions you have for others

Prepare for the next meeting by reading Chapters 1-4

Meeting Two: What is inclusion? (Chapters 1-4)

Checking in (10 minutes)

- What is your biggest insight from what you've read in Chapters 1-4?
- What is different in how you think and feel?

Discussion (40 minutes)

- How does a holistic definition of inclusion challenge your thinking? If there is time, dive deeper with these questions:
 - What does it mean to look beyond *feelings* of inclusion?
 - How does this impact how we talk about inclusion?

- How does this impact what it takes to boost inclusion?
- How does this impact the action we take?

Insights into action (10 minutes)

- What action will you take right away?
- How will you hold yourself and each other accountable?

Prepare for the next meeting by reading Chapters 5-7

Meeting Three: Why we need to take action on inclusion (Chapter 5-7)

Checking in (10 minutes)

- What is your biggest insight from what you've read in Chapters 5-7?
- What is different in how you think and feel?
- Did you take the action you identified at the last meeting? If there is time, dive deeper with these questions:
 - How did your action make a difference?
 - If you didn't take action, what stopped you?

Discussion (40 minutes)

- What opportunities can greater inclusion yield for your organization?
- What does it mean to truly link inclusion to your organizational goals? If there is time, dive deeper with these questions:
 - What do you need to do differently?
 - What is already working that you could build upon?
 - What do you need to stop doing?
 - How will you overcome barriers?

Looking ahead (10 minutes)

- What action will you take right away?
- How will you hold yourself and each other accountable?

Prepare for the next meeting by reading Chapters 8-10

Meeting Four: How to drive inclusion for impact (Chapters 8-10)

Checking in (10 minutes)

- What is your biggest insight from what you've read in Chapters 8-10?
- What is different in how you think and feel?
- Did you take the action you identified at the last meeting? If there is time, dive deeper with these questions:
 - How did your action make a difference?
 - If you didn't take action, what stopped you?

Discussion (40 minutes)

- What shifts when we start to talk about inclusion as including everyone?
- What shifts when we talk about inclusion as being about actions and structures, as well as feelings?
- How about when we consider external as well as internal stakeholders, and when we recognize it as relevant to the business and society, as well as individuals?
- What shifts when we accept all of this as on-going work?

Looking ahead (10 minutes)

- What action will you take right away?

- How will you hold yourself and each other accountable?

Prepare for the next meeting by thinking about how to move your learning into action

Meeting Five: Co-Creating a Greater Whole (Taking action)

Checking in (5 minutes)

- Did you take the action you identified at the last meeting? If there is time, dive deeper with these questions:
 - How did your action make a difference?
 - If you didn't take action, what stopped you?

Discussion (45 minutes)

- How can you move your organization toward a genuinely inclusive work environment? If there is time, dive deeper with these questions:
 - How will you integrate inclusion with core values?
 - How will you communicate responsibilities and hold people accountable?
 - Who else needs to be at the table and how will you engage them?

Looking ahead (10 minutes)

- What action will you take right away?
- How will you hold yourself and each other accountable?

Staying focused on action, prepare for the next meeting by thinking about how you will collectively move forward

Meeting Six: Building collective action for maximum impact (Taking action)

Checking in (5 minutes)

- Did you take the action you identified at the last meeting? If there is time, dive deeper with these questions:
 - How did your action make a difference?
 - If you didn't take action, what stopped you?

Discussion (55 minutes)

- What is your vision for your more inclusive organization?
- What are the gaps between where you are now and where you need to be to fulfill your vision?
- To achieve your vision, what do you need to start/ stop/ continue to overcome gaps?
 - What internal resources do you need?
 - What external help do you need?
 - What are your immediate next steps?