

INCLUSION DRIVES INNOVATION



This ten-week SHRM certified professional development program is designed with Kendall Square Association members in mind. The program focuses on building anti-racist organizations by providing foundational learning to individuals and guiding a team through equity-centered action planning.



Inclusion Drives Innovation (IDI) participants receive:

- ★ **A dynamic experience for teams to learn and collaborate together.** The IDI experience focuses on the individual and the team. This work fosters personal growth, builds awareness of oppressive systems, and pushes participants to practice disrupting them.
- ★ **Effective training and culture building for staff at any level of your organization.** The IDI experience is collaborative, with networking spaces that promote learning and the sharing of experiences across roles and companies.
- ★ **Access to a large and purpose-driven alumni community.** IDI alumni - 300+ employees from 45+ organizations - convene regularly, share resources and best practices, and support each other in pushing this critical work forward.

98% of participants felt satisfied or delightfully satisfied with this course.

90% of graduates reported feeling more confident in both having anti-racist conversations in the workplace and in their ability to implement anti-racist action items.

SESSION DATES AND COURSE CONTENT

This program kicks off on March 30th. It meets every Wednesday, from 10AM - 12PM. The last session is on June 8th. (Note: there is no session on April 20th.)

Course content covers the following topics:

- ★ Foundations of DEI and Racial Equity Work
- ★ Identity, Power, and Privilege
- ★ Socialization, Bias, and Roots of Racism
- ★ Addressing Racism and Practicing Allyship
- ★ Using an Anti-Racist Framework to Support Inclusive Culture
- ★ Moving From Understanding to Action

HOW YOU'LL ENGAGE

Facilitators present essential content — critical frameworks, relevant language, and more. Participants spend time in **breakout groups**, organized by seniority level and function, and **working groups**, which focus on developing an action plan for their organization.

RESERVE YOUR SEATS TODAY

www.kendallsquare.org/diversity

Enrollment deadline March 16

WHAT TO EXPECT

The program is entirely virtual; learning takes place via Zoom. Participants receive **20 SHRM certified PDC points** upon completion and can expect to:

- ★ Increase individual capacity, providing each participant with a strong foundation in anti-racism, which leads to personal growth and an awareness of oppressive systems.
- ★ Build collective capacity, equipping teams with frameworks to analyze their own organization and the time, space, and support necessary to craft anti-racist action plans.
- ★ Expand professional networks in spaces that promote learning and the sharing of experiences across roles and companies.

Inclusion Drives Innovation has two parts:

- ★ Part I: Your personal anti-racist learning journey
- ★ Part II: Action planning and developing best practices for your organization

PRICING

- ★ KSA Members: \$2,000 per person
- ★ Non-Members: \$3,000 per person

Seating is limited. Groups of four or more from a particular organization receive a 10% discount. For nonprofit pricing, please reach out for more information on reduced rate participation.