



# INCLUSION CHICAGO

Culture. Policy. Practice.

Chicago is a global economic center with the third-largest labor pool in the United States. With a highly diverse population and one of the world's most diversified and balanced economies, with no single industry employing more than 14% of the workforce, Chicago can and should lead the way in being an inclusive marketplace where everyone thrives.

Inclusion Chicago advances diversity, equity, and inclusion by partnering with organizations looking for improved experience and results. Through a set of customized solutions including consultation and training, we provide support in developing data-oriented action plans, and driving organizational change.

As one of the largest human services organizations in the region, YWCA Metropolitan Chicago has been at the forefront of advancing social equity for more than 140 years. Through a range of training and services, Inclusion Chicago helps organizations create the necessary cultural shift that will support inclusive policies and practices.

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## Connect with us

Follow [@ywcachicago](#) for updates about upcoming Inclusion Chicago events.

For more information on Inclusion Chicago, contact Carla Kupe:

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Powered by  
YWCA Metropolitan Chicago

# OUR SERVICES

Inclusion Chicago offers a variety of services that help advance diversity, equity and inclusion within organizations:



## **Diversity, Equity, Inclusion & Racial Justice (DEIRJ) Assessments & Strategy Design**

- Policy, protocol, procedure review, & assessment
- Organizational culture & lived experiences assessment
- External engagement & relationship building assessment
- Consultation on creating an infrastructure to effectively prevent & address sexual harassment



## **Workshops & trainings**

- Facilitated Introspections

### *Identity Exploration Sessions*

- Cultural Humility
- Identity & Values
- Bias Awareness and Management
- Power & Privilege
- Communication: Micro-Aggressions

### *Inclusive Workplaces Sessions*

- Inclusion Beyond Compliance
  - Building Human-Centered Workplaces
  - Active Inclusion: De-biased & Equitable Employment Processes
  - RESPECT AT WORK: Preventing and Identifying Sexual Harassment in the Workplace
- Guidance for self-led cohort conversations
  - Board of Directors/Leadership coaching, support, & forums



## **Employee engagement & leadership development opportunities**

- Business resource group engagement
- Internal women's leadership or inclusion forums
- Group volunteer opportunities
- RECESS: employer sponsored child care events (take your child to work day, school closure days)