



Coaching for an Inclusive Workplace
with Samantha Folb, Hilda Montanez, and Claire Laughlin

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Get to Know Your Neighbor + .

Stand up and find two new friends and introduce yourself:

1. Name
2. Institution
3. Role

Answer the question:

- What's one small thing that brings you JOY?

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Why is it important to take an inclusive approach to difficult conversations? + .

We've forgotten how to "people"
Taking a neutral and solutions-oriented focus toward difficult conversations allows us to avoid assigning blame and making assumptions.

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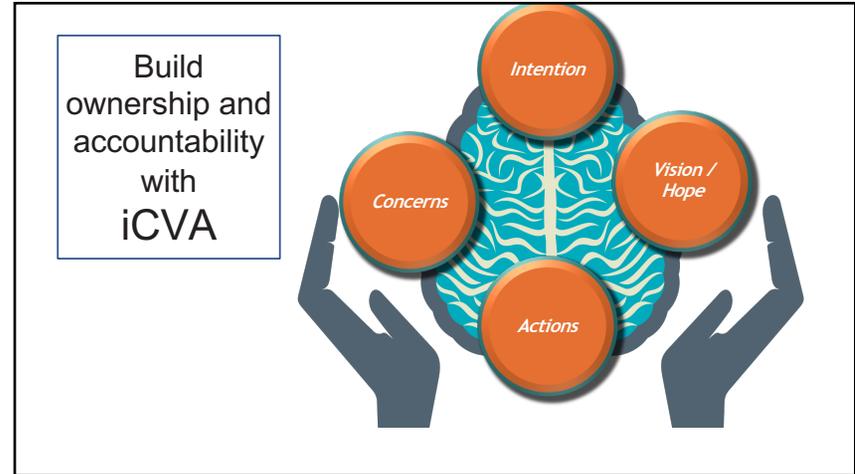
What you'll gain + .

In this presentation we will share a powerful tool that you can use to address the difficult situations that often compromise one's sense of belonging and impact campus culture.

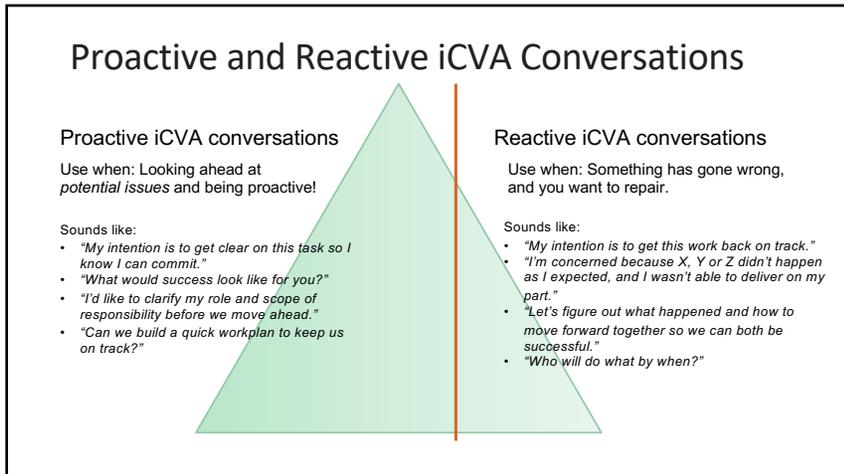
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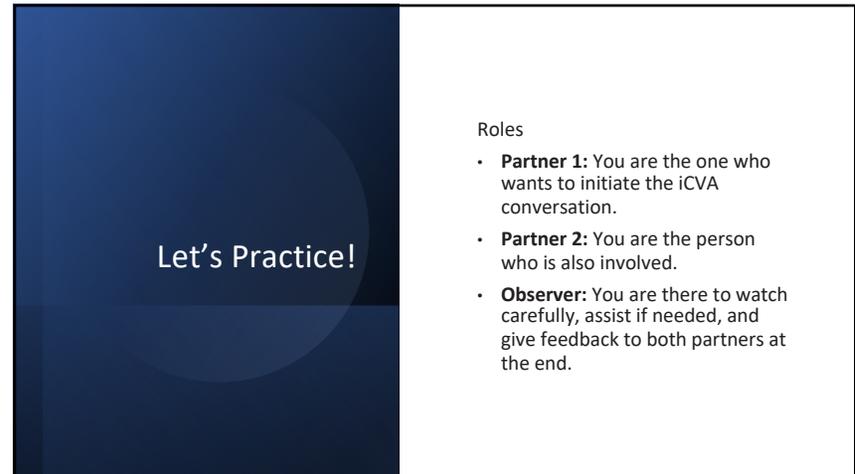
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Let's Practice!

Instructions

- Get into groups of 3
- Use scenario #1
- Plan together
- Practice!

• Time limit: 9 minutes

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Let's Practice!

Scenario 1:

Tanishka often has a hard time taking accountability for missed deadlines or errors in her work. How would you structure an ICVA conversation with her to address these concerns?

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Let's Practice!

Scenario 2:

Gretchen refuses to use Flinn's they / them pronouns in the office. She claims that doing so isn't grammatically correct and as someone with a master's degree in English, it is embarrassing for her to use poor grammar in the office.

Time limit: 7 minutes

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Practice With Your Own Scenario!

Choose a challenging (preferably DEI-centered) situation you are you dealing with at work. Use the iCVA model and prepare to address the situation.

Time limit: 5 minutes

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When to use iCVA

- When you have a concern about anything... ever!
- When you have a shared vision (or hope) and want to engage someone else
- When you feel ready to take action, and want to get others on board
- What situations might call for iCVA in your world?

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Turn to your practice partners and *commit!*

- *How will you show up differently as a result of today?*
- *Share iCVA with managers and your team!*

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