



INCLUSION GEEKS COURSE CATALOG

Hi there! Thank you so much for downloading our course catalog. 😊

Our mission is to help organizations anticipate change, center people, and design solutions that last.

We help organizations build for the future, giving you the tools and skills to anticipate shifts, engage people meaningfully, and create solutions that actually last. We do this through an inclusive lens, because sustainable transformation requires bringing everyone along, not leaving people behind.





OUR APPROACH

Action-oriented

Customized approach

Tailored to your specific requirements

Non-judgmental space

Safe and brave learning environment for participants

Empower participants to have difficult conversations

Remove the shame/blame/fear of being 'called out' or saying the 'wrong thing'

Effective tools and strategies to mitigate bias

Situation-based instructional design

Interactive activities, exercises, discussions and storytelling

Deep expertise and experience

Highly skilled facilitation team

ENGAGEMENT STRATEGIES

A circular inset image on the left side of the slide shows two young women sitting at a table, smiling and engaged in conversation. The woman on the left is wearing a dark top, and the woman on the right is wearing a white top. They appear to be in a collaborative meeting or workshop setting.

Zoom chat and polls

Slido Polls, word clouds, voting, anonymous sharing

Padlet Anonymous sharing, group collaboration

Small group breakouts Pair and shares, 1-2-4-all conversations

Large group discussions Facilitator-led

Scenario review Role-play, real-life situations

Opening questions Questions meant to participants used to sharing

Videos

Group brainstorming

Think and write activities

Future-Ready Organizations

We support organizations in navigating change, AI integration, and workforce transformation with resilience and humanity. Our work helps leaders anticipate disruption, manage change effectively, and build cultures prepared for what's next.

Artificial Intelligence

- AI Bias: What Is It and Why Does It Matter?
- The Emotional Impact of AI On Your Team
- How to Infuse Ethical AI Into Your Organization's Strategy
- Practical Ways to Build a More Inclusive Workplace with AI

Future of Work

- Build a Future-Ready Culture
- Reimagining the Future of Work

Leading Through Change

- Building Micro-Resilience
- Crisis Management as a Strategic Advantage
- How to Navigate Change Without Burning Out
- Implementing Change Management
- Navigating Change with Empathy and Inclusion



Inclusive Foundations and Practices

We help organizations build a shared foundation of inclusive practices, equipping teams with the language, awareness, and cultural competence needed to collaborate effectively across differences. This work strengthens everyday behaviors and norms that shape a healthy, high-performing workplace culture.

Work Culture Essentials

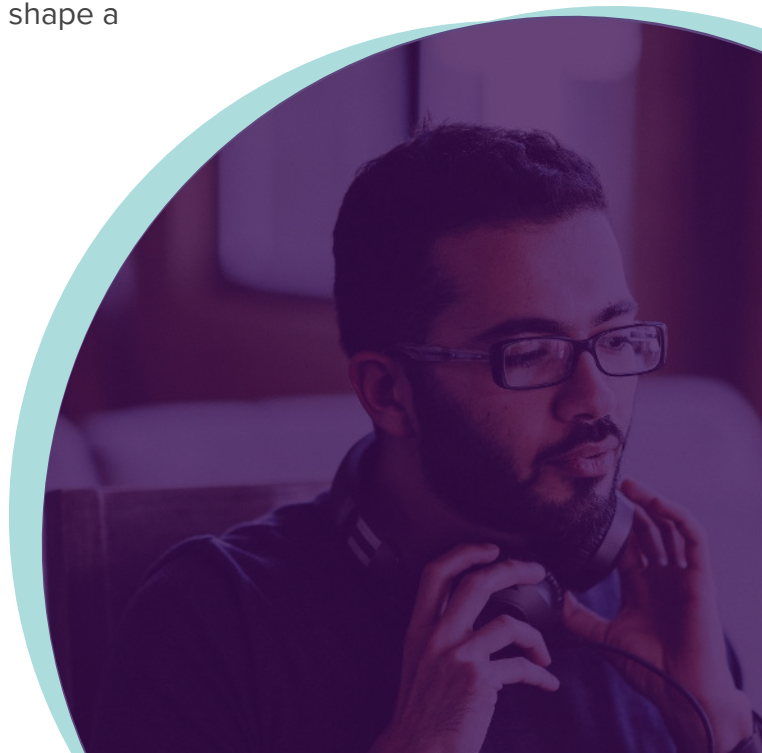
- Creating an Inclusive Culture
- Foundations of Diversity, Equity, and Inclusion
- Inclusion and Belonging at Work
- Recognizing and Responding to Microaggressions

Bias & Identity

- Identity and Intersectionality in the Workplace (*for all employees*)
- Operationalizing Intersectionality (*for managers and leaders*)
- Understanding Unconscious Bias

Working Across Differences

- Cultivating Cultural Humility
- Strategies for Embracing Different Perspectives
- Understanding Cultural Differences



Human-Centered Leadership

We develop leaders who model inclusion, emotional intelligence, and accountability — translating values into consistent, measurable action. Our approach strengthens decision-making, feedback, and communication practices that drive trust and performance.

Note: many of these topics are relevant for all employees, not just those with ‘leader’ in their title!

Leadership Mindsets

- Developing a Growth Mindset
- Emotional Intelligence in the Workplace
- Integrating Embodiment and Somatics in Your Leadership Practice
- Leading with Compassion
- Leading with Inclusion
- Trauma-Informed Leadership

Leadership Skills

- Accountability Strategies for Work
- Decision Making for Organizational Leaders
- Giving and Receiving Effective and Inclusive Feedback
- How to Delegate at Work
- How to Manage a Compassionate Layoff



Psychological Safety and High-Trust Teams

We help teams cultivate trust, psychological safety, and constructive dialogue so employees feel empowered to contribute fully. When people can speak up, challenge ideas, and navigate tension productively, innovation and engagement increase.

Showing Up For Each Other

- Allyship in the Workplace
- Building a Culture of Support for Remote and Hybrid Workplaces
- How to Be an Ally
- Using Privilege to Create Change

Psychological Safety

- How to Hold Courageous Conversations
- Leveraging Your ERGs to Cultivate Psychological Safety
- Psychological Safety in the Workplace

Teamwork

- Civility in the Workplace
- Facilitation 101
- Make Meetings Work: Practical Strategies for Effective Meetings
- Managing Team Dynamics



Talent and Workforce Support

We partner with organizations to embed equity into hiring, advancement, and workforce systems, ensuring processes are fair, transparent, and aligned with business goals. By strengthening talent practices, organizations unlock broader perspectives and stronger outcomes.

Equitable Workplaces for All

- Beyond the Binary: LGBTQ+ Inclusion
- Building Anti-Racist Workplaces
- Bridging Generational Gaps
- Combating Anti-Asian Sentiments at Work
- Supporting Women at Work
- How to Start a Successful ERG
- How to Talk About Pronouns at Work
- Navigating Non-Apparent Disabilities and Neurodiversity
- Recognizing and Combating Islamophobia
- Reflections on Race in the Workplace
- Understanding and Addressing Racism
- Understanding the Black and Brown Experience in Tech

Recruitment & Hiring

- Inclusive Interviewing
- Job Descriptions and Resume Review
- Recruiting and Hiring Inclusively
- Writing Inclusive Job Descriptions

Career Development

- Advocate, Elevate, and Negotiate Your Career
- Building a Better Future for Women at Work
- How to Develop Your Network
- Understanding Your Communication Style





COURSE CATALOG

PROGRAMS

Our longer form programs are designed for lasting sustainable change through multiple sessions culminating in action planning, where you will walk away with a roadmap for creating a more equitable workplace.

Programs can be built to focus on nearly any of our content topics. All programs are designed in a modular fashion. We will work with you to create a custom solution to meet your particular needs and support the experience level of your attendees.

Program Topics

- Career advancement
- ERG support
- Facilitation
- Leadership development
- Understanding privilege and positionality

Train the Trainer

Do you want to have the knowledge and skills in-house to train staff, but aren't sure what the best approach is? Our Train the Trainer Program will help your team not only learn the skills necessary for training your staff on various complex topics, but will also help you assess whether the right people are in the room to facilitate, and what participants may need in order to get to where you'd like them to be.

This multi-day training consists of meetings, homework, in-person facilitation practice, and a final assessment. You'll have the option to focus on simply training up your staff on facilitation skills, or adding on the option to train them on one of our Inclusion Geeks workshops.

Your investment in this program will set your team up for success in ensuring the skills and knowledge are there to support your organization's employees on an ongoing basis.

Each Train the Trainer offering is specifically tailored to the individuals taking the program, along with your specific needs.



COURSE CATALOG

ONLINE COURSE

Our five module online course on **Unconscious Bias in the Workplace** is the perfect primer for employees to begin their journey in understanding how bias can show up and have an impact in the workplace and the world. Foundational information, such as what terms like diversity, equity, inclusion, intersectionality, and more mean, are broken down with concrete examples from research and people's lives. Once you've completed the course, you'll receive a Certificate of Completion, as well as a list of resources for further study.

- ▶ **Module One:** We'll cover some of the foundations of workplace inclusion. We'll talk about unconscious bias and how it shows up, and cover key topics such as intersectionality and social identity groups.
- ▶ **Module Two:** We'll take a deep dive into unconscious bias. We'll talk about what it is and how it manifests. We'll also talk about specific types of biases that can show up in the workplace.
- ▶ **Module Three:** We'll review a few research studies that show how unconscious bias manifests in the workplace and beyond.
- ▶ **Module Four:** We'll provide some more real world examples by talking with people who have experienced unconscious bias firsthand. We'll also invite you to join the conversation and share any experiences that you may have had.
- ▶ **Module Five:** We'll invite you to create your own personalized action plan where you can reflect on everything that you've learned over the previous four modules and apply that learning to your own life and work, whether it's the next day, the next month, or the next year after you've completed this course.

COURSE CATALOG

ONLINE COURSE

As a follow-up to our Unconscious Bias in the Workplace course, our

Microaggressions in the Workplace

course is the perfect next step in your journey to taking action when it comes to microaggressions at work.

- ▶ **Module One:** We're going to be laying the groundwork. We will review our Inclusion Geeks framework and guidelines. We'll go over a quick refresher on some foundational terminology and concepts, and we'll discuss how bias is tied to microaggressions.
- ▶ **Module Two:** We're going to dive deep into microaggressions. Not only will we discuss what they are, but we'll also explore the origins of this concept. We'll unpack how it manifests, discuss, who experiences microaggressions, how they impact our lives in and out of the workplace and review some common types and themes.
- ▶ **Module Three:** We're going to dive into some research around microaggressions. We'll talk about the impact of microaggressions on several different levels.
- ▶ **Module Four:** We're going to get into some action. We'll review how we respond to microaggressions. We'll share some tips and strategies for both individuals and organizations.
- ▶ **Module Five:** We'll wrap up by creating an action plan. This will be a time for you to reflect on what you've learned, and think about how you might be able to impact your workplace over the coming days, weeks, months, or even years.

COURSE DETAILS AND APPROACH

Average completion time: 4 hours

Reporting: We provide you with reports on lecture completion, video engagement, and a leaderboard

Certificate of Completion: We offer each employee who completes a course a digital Certificate of Completion

High touch, but at your own pace:
Employees can learn at their own pace and complete the course as works for their schedules

- ▶ **Facilitator access:** We offer the following as one year add-on options for facilitator support: quarterly 'office hours' (1 hour/quarter dedicated to any questions employees may have, live); monthly AMA webinars (1 hour/month dedicated to answering employee-submitted questions ahead of time, and/or diving deeper into a given topic)
- ▶ **Expected outcomes:** Understanding foundational terminology; greater ease in having conversations on these topics; commitments to making change regardless of your role at the organization; a critical step in your onboarding process
- ▶ **Customized & white labeled:** We'll create your own instance of the course for just your employees, and we can tailor it to your specific needs
- ▶ **Action-oriented:** We provide effective strategies and resources to mitigate bias. Our course is a great first step in helping your employees feel empowered to make changes that can have a positive impact on employee culture

Interested? We can offer you a free trial to experience it for yourself!

Consulting Services

Calling in an expert to assess and support organizational change is a tangible way to make meaningful progress. We provide consulting and coaching services for organizations that are dedicated to creating fairer, more inclusive environments. Our approach is human-centered and relationship-based. We work with you and your team to identify pain points and craft specific, customized solutions.

Our strategies and assessments are based on deep knowledge and experience in how to shift organizational culture and support a workplace that works for everyone. We'll work with you to understand your needs, identify practical pathways forward, and help you implement tools and frameworks for accomplishing real change.

Our Services Include:

- ▶ **Change management support**
- ▶ **1:1 and small group coaching**
- ▶ **Organizational assessments**
(focus groups, surveys, audits)
- ▶ **Committee support**
- ▶ **Process and policy design and rev**



**Contact us for more information and to
discuss your programming needs!**

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