

COURAGEOUS INCLUSION DEVELOPMENT PROGRAMME

THE COURAGEOUS INCLUSION DEVELOPMENT PROGRAMME is now available as an open programme for 2024-2025!

Designed by Al Pacifico-France in 2020 as a response to the increased interest to better understand diversity, equity and inclusion (DEI) in the wake of COVID and the Black Lives Matter movement, this programme boasts a track record of transformation and enhanced inclusivity.

Opening this programme up to more people means leaders like you can benefit from additional professional development!

"I have found the programme genuinely transformational. I learned so much about DEI, including how to be more inclusive in practice, and how to use my privilege for the benefit of others. I am committed to doing more around DEI at Strengthscope® and outside. If you want to create business value by developing a more inclusive, open, honest, positive culture, the Courageous Inclusion Development Programme must be on your priority list. I can't recommend the programme highly enough."

Paul Brewerton, CEO,
Strengthscope®

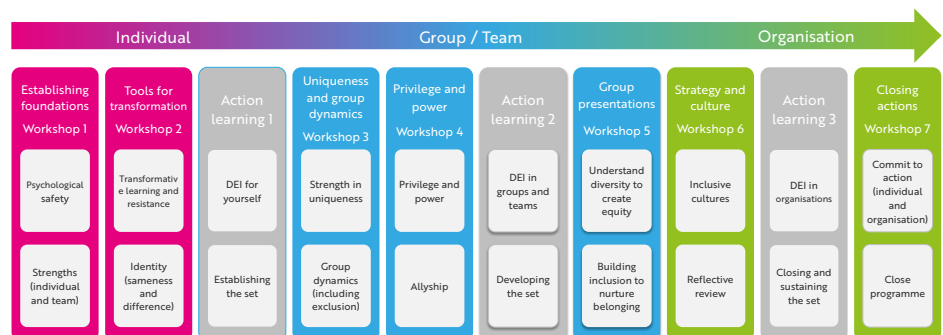
WHAT YOU WILL GAIN FROM THE PROGRAMME

- Increased awareness of personal, complex identities and their potential impact
- Concrete understanding about how to use power to create equity and inclusion
- Personal transformation, which has an impact on behaviours, emotions and attitudes
- Experience of how valuing diversity positively impacts teamwork and outcomes
- Enhanced leadership, including role-modelling, allyship and engaging others to create inclusive and equitable teams and cultures
- Insight into systems and structures within society and your organisation that maintain traditional power and generate ideas to create change and achieve equity.

TO BOOK OR FOR MORE DETAILS CONTACT
Al Pacifico-France
+44 (0) 7974 198588
al@evosis.co.uk

THIS PROGRAMME IS FOR YOU IF:

- You care about, and commit to improving, inclusion to achieve better outcomes for yourself, your teams and organisation (including attending the whole programme)
- You are willing to examine your own beliefs and behaviours within a nurturing environment
- You are respectful and curious about people's multiple perspectives and lived experiences
- You can co-create meaning and transformation with other members of your cohort.



PROGRAMME STRUCTURE

The programme is structured as a developmental experience to provide space for reflection and application. Main features:

- A 10-month programme with one workshop or action learning set (ALS) per month
- 7 x 3-hour workshops (with a cohort of up to 18 people)
- 3 x 2-hour action learning sets (with groups of up to 6 people)
- Self-directed learning, including group work and participant presentations
- Resources and activities to support continuous learning
- Virtual workshops on Zoom, with Mural as an ongoing resource and collaborative space.

COURAGEOUS INCLUSION DEVELOPMENT PROGRAMME

FEE FOR 2024-2025

£1,495 +VAT per person.

Reduced rates may be available for third-sector organisations and independent practitioners.

WORKSHOP 1 10th June

WORKSHOP 2 18th July

ALS 1 w/c 12th August

WORKSHOP 3 10th September

WORKSHOP 4 16th October

ALS 2 - w/c 18th November

WORKSHOP 5 16th December

WORKSHOP 6 13th Jan

ALS 3 w/c 10th Feb

WORKSHOP 7 20th March

RIGHT:

Virtual Whiteboard examples included in the **Courageous Inclusion Development Programme**

OUTCOMES

These results, from pre- and post-programme self-report responses of 25 people, represent all employees of Strengthscope® in 2021. Strengthscope® already had great diversity and inclusion results in its annual survey (read the full case study here). It was still able to achieve:

- a 16% increase in knowledge of DEI (to 82%)
- a 39% increase in ability to be antiracist (to 82%)
- an 8% increase in 'understanding how to practise diversity and inclusion in my role' (to 94%).

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CREATOR AND PROGRAMME LEAD: AL PACIFICO-FRANCE (she/they)

My background is in organisational psychology, leadership development, organisation development and Gestalt leadership. My career has included running organisations and consulting in leadership development and diversity, equity and inclusion for over 20 years. I excel when working with leaders seeking transformative experiences and thrive when helping them gain insights into how they experience and lead change. My love of transformation is grounded in what energises me (creativity, decisiveness, flexibility and developing others). These strengths have been honed into skills through work experiences (organisation-wide transformation of 5,000 people; cross-organisational projects in a company of 90,000 people; supporting a trans woman with her transition at work) and personal achievements (Buddhist retreats; riding a motorbike over the Himalayas; learning to walk again following a broken back).

I bring all my complex and intersectional identities to work, sharing lived experiences and role-modelling inclusion from privilege, where helpful. My identities include pansexual, non-binary, person with a disability, dyslexia and who experiences depression. I am married to a wonderful Italian woman who brings a whole other level of cultural diversity!

To book on to the programme, or for more details, contact Al on al@evosis.co.uk.

"Some people see DEI as just a checkbox exercise. This programme truly wasn't. It was challenging, thought-provoking and never once did I feel like I was being preached at or chastised for making mistakes. I could ask questions that I had been too worried or uncomfortable to ask before, without fear of judgement or reproach."

Participant,
Pensions Policy Institute