

INCLUSIVE LEADERS ROUNDTABLE FAQ'S

What is the purpose of the Inclusive Leaders Roundtable and why was it started?

The Inclusive Leaders Roundtable is a learning community and resource repository for leaders who are working to embed DEI and belonging (DEIB) best practices into their organization. The idea for the roundtable was inspired by leaders just like you who often wonder - am I doing a good job? While you can't Google your way to success with driving workplace culture transformation, it is hugely helpful to talk through questions, challenges, best practices and real-world examples with a variety of DEIB consultants as well as peer leaders across different organizations and industries. The roundtable has proven to be a lifeline for culture change agents to not only accelerate your efforts at work, but to also build your resilience and confidence as inclusive leaders and to have more fun along the way.

What will I get out of my membership?

Membership benefits include:

- Monthly learning sessions and networking opportunities with peer leaders.
- Access to private online community app and discussion boards.
- Access to organizational and individual assessments, scorecards and action plan templates.
- On-demand 1x1 calls with DEIB consultants.
- Digital explainer videos and best practice guides.
- Additional benefits based on membership level.

As a result, you can expect to achieve the following outcomes:

- Feel less burned out, more inspired and more confident leading DEIB.
- Be able to measure progress with advancing DEIB in your organization and with strengthening your own inclusive leadership skills.
- Gain actionable ideas and real-world best practices to accelerate organizational DEIB strategies and enhance your effectiveness in your role.
- Broaden your personal network of leaders across a variety of organizations and industries to make being in your role less lonely and more fun.

How does my entire organization benefit if I'm the only member from my organization?

Membership enables you to be more effective in your role leading organization-wide change. Membership will help you stay in your role by boosting your resilience and confidence.

More specifically, all roundtable resources and benefits are designed to be applied across your entire organization. For example, roundtable members have access to our organizational culture of belonging scorecard. You can use the scorecard to evaluate your organization's efforts to build a sustainable culture of belonging based on having best practices in place. The scorecard helps identify areas of strength and areas for improvement to support organization-wide conversations needed to establish a

shared understanding of what better means and to develop targeted strategies to get there. Use insights gained from the scorecard to pinpoint specific questions to ask and topics to learn about from roundtable members, consultants and resources to ensure you fully leverage your roundtable membership to benefit your entire organization.

Finally, depending on your membership level, you have the opportunity to invite peer leaders from your organization to attend learning sessions as guests as well as have our team implement assessments, consultations and learning sessions in your organization.

What are membership options and pricing?

Below are membership levels and pricing:

A graphic titled "Choose Your Membership Plan" featuring three membership options: CONNECT, GROW, and SCALE. Each option is presented in a rounded rectangular box with a teal border. The background of the graphic shows a person's hands raised in a gesture of choice or presentation. The CONNECT box lists benefits like a culture of belonging audit, welcome call, and virtual learning sessions, priced at \$3,499/Year. The GROW box lists benefits like access to a digital toolkit, leadership assessment, and on-demand calls, priced at \$4,999/Year. The SCALE box lists benefits like access to a digital toolkit, leadership assessment, and a 60-min workshop, priced at \$9,999/Year.

Choose Your Membership Plan

CONNECT	GROW	SCALE
<i>Gain ideas and broaden your network</i>	<i>Strengthen your skills to increase your impact</i>	<i>Embed best practices into your organization</i>
<ul style="list-style-type: none">• Culture of belonging audit, scorecard & action plan template• Welcome call to get the most out of membership benefits• Monthly live virtual learning sessions• Virtual and in-person networking options• Access to private LinkedIn group and online community app	<p>CONNECT benefits, plus:</p> <ul style="list-style-type: none">• Access to Inclusive Leaders Digital Toolkit + DEIB Online Course• Inclusive leadership skills assessment, 1x1 coaching call and personal action plan• 3 on-demand calls with DEIB consultants for personalized support• 3 guest passes to bring peer leaders to learning sessions	<p>GROW benefits, plus:</p> <ul style="list-style-type: none">• Access to Inclusive Leaders Digital Toolkit + DEIB Online Course for up to 10 leaders• Inclusive leadership skills assessment, 1x1 coaching call and personal action plan for up to 10 leaders• 60-min workshop or facilitated discussion for your organization or team (travel expense not included)
\$3,499/Year	\$4,999/Year	\$9,999/Year

Who are roundtable members?

Members are senior leaders (director level and above) who play a key role in advancing a culture of diversity, equity, inclusion and belonging (DEIB) in their organizations. Often, members lead DEIB efforts in addition to their primary roles that range from positions in Human Resources, Marketing, Sales, Finance, Operations and everything in between. Many members serve as DEIB council chairs, employee resource group executive sponsors and board members. Other members are simply committed to being great people leaders who influence culture transformation by leading by example. The one thing all members have in common is a desire to learn from others as well as share their ideas, insights and experiences with fellow roundtable members.

What industries and organizations are represented in the roundtable?

Members work in industries that span from the non-profit sector; health and human services; government, civic and community organizations; financial services; professional services; arts and culture; sports and entertainment; construction and manufacturing and more. Organizations range in size from 30 to 7,000 employees and are at different places on their culture transformation journeys from just getting started to leading in their industries. Because diversity, equity, inclusion and belonging work is constantly evolving, there is always something to learn and always something to contribute no matter where your organization is on the culture transformation journey.

When do learning sessions and networking opportunities occur and what are they like?

Monthly learning sessions are held every third Wednesday from 11:30am-1:00pm CT on Zoom. Session topics are communicated one month in advance. We invite guest speakers and/or roundtable members to participate in facilitated Q&A sessions or panel discussions to share their ideas, insights, experiences and best practices related to the topic. We always include time at the end for small breakout group discussions facilitated by a roundtable consultant to allow members the opportunity to debrief and make connections.

Informal virtual networking drop-in sessions occur monthly at different days and times each month. These are opportunities to meet virtually with fellow members to learn more about each other and what you are doing related to DEIB. These sessions are hosted by a roundtable consultant to facilitate conversation and connections and to ensure everyone who joins feels welcomed.

In-person gatherings are also planning throughout the year for fun, fellowship and inspiring conversation. Dates are scheduled based on feedback and input from members to ensure as many people can attend as possible.

What topics are discussed during the monthly learning sessions?

Monthly learning sessions address hot topics on the minds of our members. We continually check in with members to understand topics they want to address related to driving a workplace culture of belonging and maturing personal inclusive leadership skills. Recent topics addressed include:

- Strategies to engage reluctant employees with DEIB
- Ideas to keep DEIB efforts fresh
- DEIB metrics and what success looks like
- DEIB statements and strategies
- Strategies to engage white men as allies
- Best practices for forming employee resource groups (ERGs) and DEI committees

Who are the Roundtable consultants and coaches?

Roundtable consultants and coaches facilitate small group discussions during monthly learning sessions, host networking drop-in sessions, conduct 1x1 inclusive leadership assessment coaching calls and facilitate 1x1 on demand consulting calls. Our consultants and coaches are all DEIB practitioners with experience ranging from leading DEIB on college campuses, in the non-profit sector and within organizations across many industries. Specific areas of expertise range from adult learning, program

management, leadership development, employee engagement, communications, strategy and planning, human resources, operations and customer service.

What if I cannot attend all of the learning sessions?

We understand that you may not be able to attend everything. That's not a problem. Most sessions that include guest speakers or panel discussions are recorded and attend the online community app. Attend what you can, but as with anything - the more you put in, the more you gain.

What if I have more questions?

[Schedule a call](#) to learn more. We can even arrange for you to attend an upcoming monthly learning session as a guest.

When can I join? How do I join?

We welcome new members any time throughout the year. [Schedule a call](#) to talk through membership options and to ensure membership is a mutual fit. If so, you will receive a link to pay via credit card, check or bank transfer. You will then gain access to membership benefits right away!