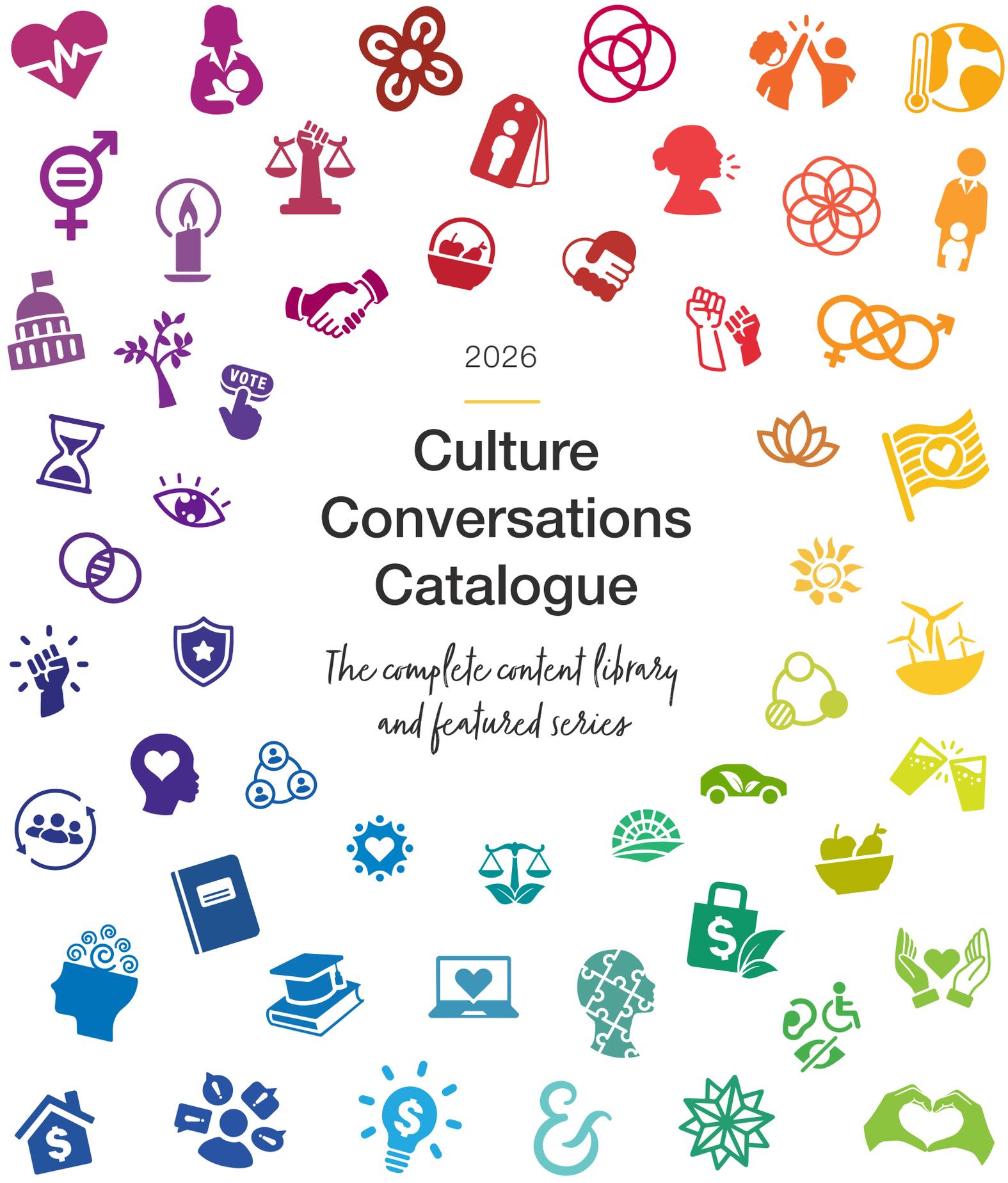


2026

Culture Conversations Catalogue

*The complete content library
and featured series*



Meet Inclusivv and our Founder

For more than a decade, Inclusivv has brought people together for intentional conversations that help open minds, deepen understanding, and strengthen connection across differences. We believe conversation is one of the simplest and most powerful tools for creating a more human and inclusive workplace.

Inclusivv designs experiences that help people feel heard, valued, and able to speak with honesty and courage. Our work has supported teams and communities all over the world, giving thousands of people the chance to reflect, learn, and grow through meaningful dialogue.

Meet Our Founder

Jenn Graham is the founder and CEO of Inclusivv and a longtime social innovator committed to building spaces for meaningful dialogue across difference.

The idea for Inclusivv grew out of Jenn's early work as the co-organizer of TEDxAtlanta. And later she launched Civic Dinners, where she witnessed the power of bringing people together over food and conversation.

That insight became the foundation for Inclusivv's mission to make brave conversations accessible at scale, including through its work as a key partner to SHRM providing thought leadership and civility trainings for its 340,000 members worldwide.

If you're interested in booking Jenn for a keynote, facilitated conversation, or training for your organization, [contact our team](#).



Jenn Graham

Founder and CEO, *Inclusivv*

jenn@inclusivv.co

Conversation changes everything

Peer-to-peer conversations drive real and lasting change.

Learning

83% of employees say they learn best by talking with their colleagues.

Source: Deloitte, 2016

Performance

Organizations with peer-to-peer learning programs saw a **30% improvement** in employee performance.

Source: McKinsey & Company

Leadership

Peer-to-peer learning programs were **25%** more effective at improving leadership competencies than training.

Source: Harvard Business

Behavior Change

Conversations lead to **10x greater behavior change** compared to traditional training.

Source: Livingston, 2021

Adaptability

Organizations report **58% more adaptable** employees as a result of peer-to-peer learning.

Source: Baker & Sinkula, 2016

Connections

48% more connected employees when they engage in peer-to-peer dialogue.

Source: LinkedIn Learning, 2019

Inclusivv conversations are designed to intentionally drive action and behavior change, taking everyone on a shared journey of understanding and commitment to take meaningful action.

Awareness

Understanding

Commitment

Action

Why Conversation Design Matters

Peer-to-peer conversations can be powerful tools for transforming culture. But they must be designed intentionally. That's why **Inclusivv is the go-to resource for conversation design.**

Global brands and organizations of all sizes trust Inclusivv to provide them with the conversation frameworks, conversation guides, and facilitator training so that they feel equipped to engage employees, customers and their communities in powerful conversations.

Our conversations are designed to be 60 to 90-minute experiences and follow a simple format.



Conversation
Host



Small Group
Gathering



Structured
Conversation

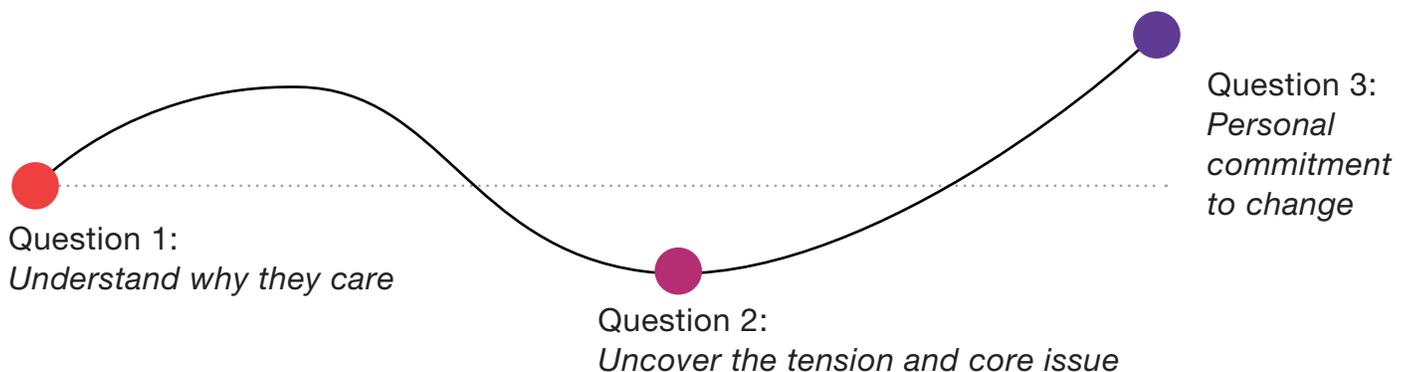


Equal Time
to Share



Shared
Commitments

Inclusivv conversations create space for connection across differences, bridging the gap between awareness and action.



Each conversation in this catalogue has been carefully crafted to ensure a productive conversation that inspires, educates, and empowers individuals with the knowledge, awareness and actions needed to create lasting change.

Our conversations also come equipped with additional resources that attendees can explore prior to the conversation, as well as ideas for follow-up actions to encourage attendees to continue their learning journey and deepen their level of engagement.

Culture Conversations

Culture Conversations helps you foster those important discussions that build understanding and create a sense of belonging. Mix and match topics from any series, and receive everything you need to host meaningful conversations for one year.

1. Host Guide
Includes facilitator prep, ground rules and questions.

2. Conversation Card
Participant version of the host guide, best printed for in-person events.

3. Graphics
Useful graphics and icons for promoting internally.

4. Microlearnings & Actions
Curated resources including articles, videos, podcasts, to provide context and further learning both before and after the conversation.

5. Presentation Deck
Excellent for both in-person and online conversations to keep everyone synchronized.

6. Survey
Sample survey questions that we ask that measure the key indicators of belonging, psychological safety, and key takeaways.

7. Sample Email Invitations
Sample copy for calendar holds or email to clarify to participants what to expect.



>> Learn More About Culture Conversations

Team Effectiveness Series

Our Team Effectiveness Series invites teams to explore what makes them thrive, building stronger relationships and a deeper sense of connection and accountability.



Trust

A conversation about building confidence in one another and creating a foundation for strong teamwork.



Collaboration

A conversation about working together in ways that feel supportive, aligned, and productive.



Integrity

Explores how living your values strengthens trust and team culture.



Accountability

A conversation about owning commitments and supporting follow through as a team.



Communication

A conversation about sharing clearly, listening fully, and understanding one another.



Innovation

Explores how teams can think creatively and generate fresh ideas together.



Conflict Resolution

Explores healthier ways to navigate disagreements and find common ground.



Inclusion

A conversation about making sure every voice feels welcome, valued, and heard.



Empathy

Explores how stepping into someone else's perspective builds stronger relationships.



Respect

A conversation about treating each other with dignity and consideration in every interaction.



Excellence

A conversation about what excellence looks like and how teams pursue it together.



Purpose

A conversation about aligning personal and organizational purpose.

Civility Series

Our Civility Series covers the foundational concepts needed to have meaningful discussion around civility at work including creating brave spaces, de-escalation, empathetic leadership and exploring what has shaped our values and perspectives.



Trust

A conversation about strengthening trust to support healthy team relationships.



Belonging

Explores what helps people feel connected and included in a team.



Respect

Explores how respectful behavior shapes culture and communication.



Self Awareness

Explores how personal behavior impacts the team environment.



Caring Culture

A conversation about creating a workplace where kindness and care are the norm.



Conflict Resolution

A conversation about addressing conflict with clarity, respect, and understanding.



Emotional Intelligence

Explores how emotions influence relationships and team communication.



Communication

Explores how to improve clarity, listening, and honest dialogue.



Microaggressions

A conversation about subtle harms and how to recognize and prevent them.



Common Ground

A conversation about discovering shared values and experiences.



Psychological Safety

A conversation about helping people feel safe to share ideas and concerns.



Collaboration

A conversation about working together in ways that feel supportive and productive.

Resilience Series

Our Resilience Series creates a space for individuals and teams to strengthen their ability to adapt, recover, and thrive in the face of change and challenge.



Resilience

A conversation about bouncing back during challenges and staying grounded through uncertainty.



Social Connection

Explores how relationships help us feel supported, seen, and connected at work.



Mental Well-Being

A conversation about emotional health and creating space to support one another.



Compassion

A conversation about responding to yourself and others with kindness and understanding.



Grief and Gratitude

Explores the balance of acknowledging loss while recognizing what sustains us.



Navigating Change

A conversation about adapting with clarity and patience during transitions.



Self-Care

A conversation about protecting your energy and creating healthy boundaries.



Hope and Joy

Explores the moments that spark optimism, energy, and a sense of joy.



Emotional Intelligence

Explores how understanding your emotions can strengthen relationships and decisions.



Finding Purpose

A conversation about what motivates you and gives deeper meaning to your work.



Managing Stress

A conversation about recognizing stress and finding healthy ways to cope.



Authenticity

Explores what it means to show up as your true self at work.

Inclusive Leadership Series

Our Inclusive Leadership Series creates a space for leaders to deepen self-awareness, model empathy, and lead with authenticity and intention.



Inclusive Leadership

A conversation about leading in ways that uplift every voice.



Bridging Generations

A conversation about understanding generational perspectives and communication styles.



Psychological Safety

A conversation about creating spaces where people feel safe to speak openly.



Guts & Grace

Explores balancing courage and compassion in leadership moments.



Integrity

Explores leading with honesty, consistency, and follow through.



Unconscious Bias

Explores how bias shows up and how leaders can reduce its impact.



Resilience

A conversation about leading with steadiness and strength during challenge.



Values & Beliefs

A conversation about the principles that guide everyday leadership choices.



Empathy

Explores how emotionally aware leadership builds stronger teams.



Conscious Business

Explores leading with intention, responsibility, and long term awareness.



Self Awareness

A conversation about understanding your patterns, strengths, and areas for growth.



Navigating Change

A conversation about supporting teams through transition with clarity and care.

Inclusion and Belonging Series

Our Inclusion and Belonging Series focuses on building a stronger sense of belonging, well-being and mental health through deeper understanding of cultural competencies.



Belonging

A conversation about what helps people feel connected, accepted, and valued.



The Voice of Women

A conversation about the experiences, challenges, and contributions of women at work.



Bridging the Racial Divide

A conversation about race, understanding, and collective growth.



Black Heritage

Explores the history, culture, and impact of Black communities.



AAPI Heritage

A conversation about the diversity and richness of AAPI identities and stories.



Latinx Heritage

A conversation about Latinx heritage, culture, and lived experience.



LGBTQIA+ Inclusion

A conversation about understanding and affirming LGBTQ plus identities and experiences.



Allyship

Explores how to support others through awareness, action, and humility.



Intersectionality

Explores how overlapping identities shape the way people experience the world.



Disability

A conversation about accessibility, inclusion, and honoring diverse abilities.



Common Ground

Explores what brings people together even across differences.



Bridging Generations

Explores generational differences and how to build understanding across them.

Facilitated Experiences

Looking for a more hands-on experience? Our team of expert facilitators can lead a private conversation for your organization, online or in person. We handle everything, from facilitation to structure, so your team can focus on meaningful dialogue.

Perfect for:

- Leadership retreats
- ERG & BRG programming
- Company-wide events
- Conferences & summits

Our events have been trusted by companies and organizations like *TK Elevator*, *Kohl's*, *Google*, and *Team USA*, to name a few. Whether you have a small group or a large audience, our facilitators are equipped to create an inclusive and engaging environment that promotes deep connection and understanding.

Tailored to Your Organization

Each private event is customized to reflect the specific goals and culture of your organization. We offer a range of conversation topics from our curated catalogue, or we can design a conversation around a theme that resonates with your team.

How it works:

1. Select a topic from our library
2. Decide if you want to host online or in-person
3. Select the date and time and location
4. Confirm the Inclusivv facilitator and schedule a planning session to review content and make any necessary adjustments to the run of show



[>> Learn More About Facilitated Experiences](#)

Facilitator Training

Strong facilitation is at the heart of every meaningful conversation. Our facilitator training equips individuals and teams with the skills, confidence, and tools to lead engaging discussions, especially when navigating complex or sensitive topics.



On-Demand Facilitator Training

Build essential facilitation skills at your own pace with our self-guided training experience.

This on-demand facilitation training includes three video modules that provide practical frameworks, real-world examples, and actionable strategies to help you confidently lead conversations that foster inclusion, respect, and participation.

What you'll get:

- Three self-paced training modules
- Foundational facilitation tools and strategies
- Flexible learning you can complete anytime

Learn more: <https://www.inclusivv.co/facilitator-training>



Live Team Facilitator Training

An interactive, expert-led experience designed for teams who want to learn and practice together.

Join our expert-led live team facilitator training to learn in real time, ask questions, and strengthen your team's facilitation skills with guided support.

What you'll get:

- 90-minute interactive session led by an expert facilitator
- Opportunity to ask questions and get real-time clarification
- Access to the recorded live training session

Learn more: <https://www.inclusivv.co/facilitator-training>

Inclusive Leadership Journey

A year-long learning experience that supports leaders at every stage.

This monthly membership includes twelve live, facilitated online conversations covering topics such as Psychological Safety, Microaggressions, Unconscious Bias, Allyship, and Inclusive Leadership. Participants learn alongside a diverse community of leaders while building skills that strengthen trust, empathy, and belonging at work.

Designed for organizations and leaders who:

- Want a ready-made leadership development solution
- Do not have the budget or capacity to build a custom program
- Value ongoing learning over one-time training
- Want leaders to learn together in a cross-organization community

The Inclusive Leadership Journey Topics



[>>> Learn More About This Journey](#)

Partner with Inclusivv

Inclusivv is the go-to resource for courageous conversations that create lasting change. Whether you're looking to improve employee engagement, foster inclusion, or scale dialogue across your organization, we partner with you to deliver exceptional conversation experiences.



Culture Conversations

Build a meaningful and consistent curriculum by selecting from our library of 60+ conversation topics.

Facilitator Training & Private Events

Train your leaders on how to lead meaningful dialogue internally or have Inclusivv host conversations for you.

Civility Works

Support respectful, civil workplaces with Inclusivv's civility products, developed in partnership with SHRM.

Let's build spaces where every voice is valued, every story is heard, and every person feels they belong. Conversation changes everything. Our results speak for themselves. After helping over 100 organizations engage over 20,000 participants over 3,600 conversations, we've found that:

95%

felt their voice was heard and valued

90%

felt greater empathy for others

90%

felt a deeper understanding of the topic

93%

felt more committed to taking action

[**>> Schedule a Free Consultation**](#)

