

Corporate Inclusion Institute Peer-to-Peer Roundtable

Empowering Inclusive Leadership

July 22, 2026

Discussion Flow

Welcome

Self-Introductions

Facilitated Dialogue

Adjourn

In one sentence, what does inclusive leadership mean to you?

- Open mindedness
- Changing perspectives
- Bringing people in
- Listening
- Empowerment
- Empathy
- Recognizing differences
- Listening to understand
- You should recognize people's differences instead of treating people equally
- Being open minded to others and allowing yourself to feel comfortable in inclusive situations. It's a two-way street to be open minded and make each other comfortable.

Inclusive Practices at Work

1. In what ways are you creating opportunities for your CII participant to lead or influence others on your team and apply what they're learning in real time?

- After weekly meetings meeting with your Fellow and talk about the latest CII class. Discussing what you have learned and how you can bring it into practice.
- Creating opportunities and things that the Fellow can own to find space to grow into a leadership role.
- Finding groups in your organization the Fellow can join to gain visibility to leadership.

2. How do you balance offering space for growth with accountability?

- Setting millstones and give deadlines. Let the Fellow know its ok to make mistake and that you are here for support.

Inclusive Practices at Work

3. How do you see your role in contributing to the success of their learning and application?

- Providing different opportunities for the Fellow and give them room to stretch. Being more candid and open in talking to them about what they learned. Recognizing that they might need different types of support.

4. Have you noticed any shifts in team dynamics, communication, or innovation since the Corporate Guide/Fellow began CII?

- The program has opened the door to more conversations and more open talk. It has allowed people to speak and share candidly how they think and feel.
- People are seeing the things that were discussed in the session put into practice at work.
- An increase in self confidence and more of a willingness to speak up.

Inclusive Practices at Work

5. What impact do you hope their participation will have on the broader team or department?

- It will opened the door to more conversations with the team.
- Fellow will be able to take what they have learned and put it into practice at work.
- They will take the case studies back to the team and ask how they would react. Everyone can learn from the case study.
- After the Fellow has had time to digest what they have learned the hope is to amplify it.

Sustaining Momentum Beyond the Program

What is a best practice you would like to share with the group that helps inclusion be part of your everyday culture?

- Listening to understand is something you can do yourself that immediately changes conversations.
- Make people feel heard and reach for understanding.
- Listening with intent
- Understand vs react
- Create a space for people to talk during meetings by asking them questions directly.
- Prep with people that are more introverted before a meeting. Giving them questions so they are prepared on what they want to say.
- When coaching, ask open ended questions to get to know your employee. Have a separate work status meeting and personal meeting.

Wrap-up and next steps

Schedule meeting with members of your Inclusion Cluster

Look for opportunities to help the Corporate Guide / Fellow apply principles from CII in the day-to-day

Next session – Managing Organizational Change and Personal Transitions – September 11, 9am @ Chicago United, 300 E. Randolph



Corporate **Inclusion** Institute

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