

Topic: From intentional inclusion to community engagement

Facilitators: Diversity agent Kemê Pellicer and journalist Salla Fagerström

Training languages: Finnish, Spanish, Finnish sign language and English

To be intentional is to do things with purpose and in a deliberate way. Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or mental disabilities and members of other minority or underrepresented groups.

Inclusion refers to the inclusion of a group within another group. When carried out in the right way, inclusion is participation. When someone is included, they have sufficient material resources, information, and skills and the opportunity to maintain socially meaningful and important relationships. Inclusion means, for example, access to societal systems and institutions, belonging, membership, participation, caring, living, being, etc. Participation also refers to personal commitment to and influence over the course that things take and taking responsibility for the consequences.

Diversity agent Kemê Pellicer and Salla Fagerström, communications and accessibility senior specialist at the Culture for All service, will share concrete tools and a deeper understanding of ways to celebrate diversity with your community. This is foundational in creating structural change and belonging, which moves us towards a more equal society with equal opportunities.

Training made specifically to the needs of your organization and work team are possible. Below are set packages to give you an idea of the range and depth of what is available. Depending on how many participants will be in the training, one or two diversity agents can be booked. Training can be held on location and/or online.

Packages

Package 1: *Introduction to Intentional inclusion*

- one 2-hour training
- introducing basic concepts and terms
- skills to approach inclusion in a practical way

- open discussion

Learning outcomes

- You are familiar with key concepts such as inclusion, diversity, safer space guidelines, norms. You will understand the difference between inclusion and belonging and how to take action towards the implementation of inclusion on the workplace

Package 2: *Practising intentional inclusion*

- one 3-hour training
- introducing basic concepts and terms: Belonging, norms, psychological safety, inclusive design, allyship, leadership and accountability.
- open discussion

Learning outcomes

- You will know more about: belonging, norms, psychological safety, inclusive design, allyship, different kinds of leadership and accountability.
- Deepening awareness on how norms affect in our thinking and behaviour including the workplace
- Recognising types of leadership styles including inclusive leadership
- Develop a reflective attitude towards how our different beliefs, values, attitudes, and perceptions interact at the workplace.
- Getting familiar with allyship and accountability

Package 3: *Tools for conflict sensitivity*

- one 3-hour training and open discussion
- introducing concepts on conflict and friction with focus on equity and inclusion. Such as: Norms, Conflict, Conflict Archetypes, Our conflict habits and patterns, The use of restorative questions, Self-reflection and Accountability.

Learning outcomes:

- Strengthen your personal toolbox when understanding, reacting to and communicating during difficult situations while working in a more inclusive and sustainable setting.
- Recognize your typical conflict pattern.

Package 4: *Building community engagement*

- two 2-hour trainings (4 hours in total)

- introducing basic concepts and terms
- a practical approach to Intentional inclusion
- unpacking norms at the workplace
- identifying your organization's leadership style
- introduction on how to develop and implement psychological safety
- open discussion

Learning outcomes

- You are familiar with key concepts such as intentional inclusion, norms, belonging, psychological safety, inclusive design, bridging, allyship, inclusive leadership and accountability.
- You are given tools to start developing and/or improving the psychological safety at your workplace.
- You take into consideration how norms have an affect in our daily thinking and behaviour including the workplace and start to develop a norm critical mindset.
- You lay the foundation for inclusive leadership regardless of your job position
- You raise awareness about different challenges when working with a diverse group of people.
- You will get familiar with allyship and accountability as part of your practice

Package 5: *Community engagement and accountability*

- three 2-hour trainings (6 hours in total)
- introducing basic concepts and terms
- from recognising diversity to Intentional inclusion
- unpacking norms at the workplace
- basics to develop your organisation's psychological safety
- introduction to conflicts
- inclusive leadership across the job positions
- allyship and accountability as a roadmap to practice inclusion
- open discussion

Learning outcomes

- You are familiar with key concepts such as intentional inclusion, norms, belonging, psychological safety, conflict patterns, inclusive design, bridging, allyship, inclusive leadership and accountability.
- You are given tools to start developing psychological safety at your workplace.
- You will take into consideration how norms have an affect in our daily thinking and behaviours including the workplace and start to develop a norm critical mindset.

- You lay foundations for inclusive leadership as an organisational value
- You raise awareness about friction and conflict when working in a diverse environment.
- You start drafting your intentional inclusion plan based in accountability

Inquiries and Bookings

Reach out to Kemê Pellicer and Salla Fagerström for more details on the content and how to personalize your training to fit the needs of your organization. Kemê: keme@gmx.es and Salla: salla@superpower.fi.

General Culture for All diversity training inquiries go through Arlene Tucker at arlene.tucker@cultureforall.fi.

Supplemental activities and features

- + Questionnaires (eg. pre and post): 100€ + 25,5% VAT
- + 1 hour follow up meeting: 90€ + 25,5% VAT/diversity agent
- + Recording of the lecture: +30%

NB: The diversity agents' responsibilities do not include organizing accessibility solutions for the meetings, such as interpreters and rental spaces. Travel and accommodation are not included in the fee; they are agreed upon separately. If the training is held remotely, the organization is responsible for providing the communication platform, e.g., Teams and Zoom.

When a diversity agent travels to a training session more than 30 km from home, an additional 30€/hour will be added to the invoice.

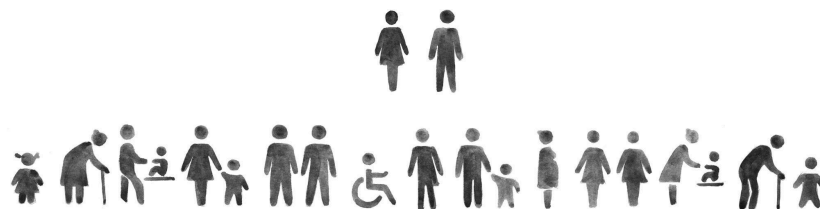


Illustration by Alexandra Burda

Diversity Agents are a network of arts and culture professionals who have multicultural backgrounds, strategic diversity skills as well as knowledge and experience of the work ethic in Finland. In addition, they have extensive creative and problem-solving skills and the ability to communicate information in an engaging and constructive way. [Diversity Agents](#) who have received accreditation from Culture for All Services are arts and culture professionals with special expertise and training in the field of diversity.

Kemê Pellicer (she/her/Kemê)

Areas of expertise and interest: working/coexisting with our differences, rehearsing awareness, creating and maintaining spaces for exchange and dialogue, self-reflexivity, self-care and care for others, empowering collaborations

Diversity training working languages: Finnish, English, Spanish

Kemê is a poet, parent and multidisciplinary artist based in Helsinki who works with photography, performance, installation and text, often hybridising them. While her curiosity leads her to work with concepts such as memory, representation, symbols, archetypes and rites, Her process embraces the complexity of our construction and the constructions we inhabit. She is most experienced in the fields of visual arts, performance art, literature, children culture, education, and coordination.

She is currently co-curator of the #Stophatrednow festival and was Co-vice-chair of Critical Friends' Group, promoting the Inclusive and Diverse Sector in the Nordics ("An inclusive cultural sector in the Nordics" project led by Arts Council Norway).

Read more about Kemê here:

[Kemê's diversity agent profile page \(you will be taken to Culture for All's website\)](#)

Salla Fagerström (she/her)

Areas of expertise and interest: Human rights, disability and Sign Language rights, equality, accessibility, inclusion, Deaf history and culture, literature, museology, coaching.

Diversity training working languages: Finnish Sign Language, Finnish, English.

Salla has worked as a senior specialist in accessibility and communication at the Culture for All service. Currently she is a freelance journalist. She has over 20 years of experience in journalism and she has written four non-fiction books in the field of Finnish Deaf history. Salla is also a Life Coach. Being a Sign Language user herself, Salla knows very well the obstacles on the road to true equity.



Kemê Pellicer (on the left)



Salla Fagerström (on the right)