



**inclusion  
solutions**

## Journey of Transformation

CARE's Inclusion Solutions method uses a real-world approach to address gender inequality, diversity and inclusion within our workplaces. **Our method is built on four pillars:**

### 1. Representation

The ability of an organization to attract and retain qualified and committed staff representing different backgrounds, races, genders, ethnicities, age groups and experiences; and staff who offer different perspectives, and opinions in order to collectively foster relationships that contribute towards the organization's effectiveness.

### 2. Trust

The quality of relationships within the organization. In order for diversity, equity and inclusion to contribute to effective decision-making and innovation, relationships built upon trust must exist, and systems and structures that support trust building must be available.

### 3. Learning

The ability and willingness of staff to learn from each other, to respect, value, and fully capitalize on diverse people, perspectives and new knowledge and innovation.

### 4. Accountability

The organization's ability to accomplish and sustain its commitments. In order for progress to be made in advancing representation, trust, and learning, we need strong and vital systems to hold staff at all levels accountable for progress. Leadership support and accountability at all levels is integral to this process.





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## Our Services in Detail

### Power of Difference (POD)® Workshop Series

Our workshops present a highly interactive opportunity for participants to navigate diversity, equity and inclusion (DEI) issues in their day to day work and identify unconscious biases, all while tying learnings back to your organization's broader mission and goals.

Research has shown that the type of skills and experiences conferred by CARE's workshops are essential to team performance in any field of work. Our unique facilitative approach immediately establishes an atmosphere of trust and empowers participants to do the same.

How the workshops work:

- First, we meet with your organization's representatives to understand needs and goals, then we create a **customized training**.
- Sessions are facilitated in a group setting of **up to 30 participants**.
- Training activities are highly adaptable to both **domestic and international contexts**, and have been conducted successfully in **seven languages**, with semi-literate participants and in areas where deep ethnic or religious conflicts persist.
- There are **no lectures**. All exercises involve engaged discussion and active participation to help participants self-identify their own biases and learn how power dynamics impact their relationships.

By the end of our **Power of Difference (POD)® Workshops**, participants will gain:

- Skills and confidence to identify and navigate their unconscious biases.
- The ability to communicate compassionately across differences and to facilitate open dialogue both at home and at work.
- A deeper awareness of how gender inequality, diversity and power can play out in their lives, in the organization and in the communities served by the organization.

### Inclusion Readiness Analysis®

- In-depth gap analysis of diversity, equity and inclusion
- Involves data gathering from client to develop a comprehensive action plan

### Strategic Advisory

- Navigate client along the journey of transformation
- Capacity building
- Ongoing assessment and optimization of implemented DEI solutions

## Fee Structure

### Consulting

- Assessment of client's needs and wants
- Preparation for workshops
- Gap analysis and audits (inclusion readiness index)

### Power of Difference Workshops (POD)®

- Individual and organizational change
- Pre/Post Survey Analysis
- Development of action steps

### Strategic Advisory

- Facilitation of understanding for successful transformation stages
- Implementation of recommended solutions

Contact for more info:

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