

Strategic Inclusion Practitioner Program and CSIP™ Certification

The Include Institute's Strategic Inclusion Practitioner Program and CSIP™ Certification equips professionals with the tools, expertise, and strategic frameworks necessary to create measurable, lasting inclusion outcomes in organizations. This comprehensive certification program empowers you to lead inclusion with confidence and drive impactful change.

Why Choose the Strategic Inclusion Practitioner Program?

- **Proven Frameworks:** Learn and apply the 8-Inclusion Needs of All People® framework and the Include Change Method™ to tackle complex inclusion challenges effectively.
- **Advanced Credential:** Earn the Certified Strategic Inclusion Practitioner (CSIP™) designation, showcasing your expertise and commitment to excellence in inclusion.
- **Expert-Led Training:** Learn directly from Dr. Liz Wilson, a globally recognized expert in strategic inclusion, through engaging and interactive learning experiences.
- **Practical Tools and Resources:** Access inclusion toolkits, digital workbooks, templates, and a copy of The Strategic Inclusion Playbook to support your ongoing work.
- **Cutting-Edge Technology:** Leverage IncludeChat, an AI-powered inclusion advisor, to enhance your decision-making and inclusion practices.
- **Ongoing Professional Support:** Gain lifetime membership to the Strategic Inclusion Community for continuous growth, collaboration, training and events, and access to updated tools and resources.

Program Structure and Components:

- **14 Module Online Course:** Self-paced, comprehensive training covering strategic inclusion foundations, aligning inclusion with business goals, assessing current inclusion states, and creating actionable strategies.
- **Advanced Credentials:** Opportunity to become a Certified Strategic Inclusion Practitioner (CSIP™) upon successful completion.
- **4 Physical Inclusion Toolkits:** Designed to support practical application of the frameworks learned.
- **Downloadable Tools and Templates:** Ready-to-use resources for strategy implementation.
- **1:1 and Group Coaching Calls:** Direct mentorship and guidance from Dr. Liz Wilson.
- **IncludeChat Access:** AI-powered strategic inclusion advisor to assist decision-making.
- **Strategic Inclusion Community Membership:** Ongoing peer collaboration and access to exclusive events.

The Program is ideal for DEI Professionals, HR Leaders, Organizational Change Managers, Executive Sponsors, Inclusion Council and ERG Leaders and Members, Inclusion Consultants, Talent and People Strategists, and individuals looking to advance into inclusion-related roles.

The Include Change Method™ and 8-Inclusion Needs of All People® Framework

The program is anchored in the Include Change Method™, a structured approach to navigating organizational inclusion transformation, and the 8-Inclusion Needs of All People® framework, a results-oriented methodology ensuring all people's needs are addressed for truly inclusive environments.

Ongoing Support After Certification

- Lifetime membership in the Strategic Inclusion Community.
- Access to exclusive member-only events and workshops.
- Continued resource updates and new tools to support your growth.

Why the Include Institute?

The Include Institute, led by globally recognized inclusion strategist Dr. Liz Wilson, sets the global standard for strategic inclusion education. By joining this program, you'll gain world-class expertise and become part of a growing network of certified inclusion leaders.

Join the Strategic Inclusion Practitioner Program and become a Certified Strategic Inclusion Practitioner (CSIP™). Take the next step in your inclusion leadership journey today.



Learning Outcomes

1. Gain a comprehensive understanding of inclusion as a strategic priority, and its role in fostering equitable and impactful outcomes across organizations.
2. Develop a clear and actionable definition of inclusion tailored to your organization's unique needs and culture.
3. Align inclusion efforts with organizational goals, vision, and values to ensure relevance and sustainability.
4. Create a compelling and measurable vision for the organization's future state of inclusion, ensuring alignment with strategic priorities.
5. Identify and promote behaviors that drive inclusion at all organizational levels, creating a culture of accountability and belonging.
6. Use data-driven methods to evaluate your organization's current state of inclusion and identify gaps and opportunities.
7. Systematically evaluate and prioritize initiatives to close your organization's inclusion gaps.
8. Design meaningful metrics to track progress and evaluate the success of inclusion strategies and initiatives.
9. Craft a strategic, actionable roadmap for achieving your organization's inclusion goals, grounded in best practices.
10. Structure an inclusion strategy with effective governance and resourcing to ensure long-term impact.
11. Define clear roles and responsibilities to engage leaders, teams, and employees in creating and sustaining inclusive outcomes.
12. Build organizational capability and foster engagement through training, communication, and leadership development.
13. Develop strategies for effectively communicating inclusion progress and celebrating milestones to sustain momentum.
14. Build resilience and maintain commitment to inclusion even during times of change, adversity, or uncertainty.