

We sat down with a D&I leader from a top publishing company to talk about her experience using the *The Power of Inclusion* as an inclusion-building tool:

Q What initially interested you about *The Power of Inclusion*?

A I am very familiar with the programs that are connected to this book and immediately appreciated its value and what it could offer an organization.

Q How did you introduce *The Power of Inclusion* to your organization?

A We shared the book with our Executive Committee and a group of managers who meet regularly about diversity and inclusion issues. First we introduced the key concepts and then had a Novations facilitator come in and lead a discussion. During this process, we positioned the book as a reinforcement tool for Novations Group's *Managing Inclusion* seminar. This approach helped us to build a "common language" for the organization. The concepts added credibility to our diversity and inclusion programs and strengthened the initiatives we implemented. It marries well with manager training and works as a reference book or post-training learning tool.

Q How did your managers respond to the book and discussion session?

A It was great way to engage our leadership and help generate conversations at all levels of the organization. There were many "ah-ha" moments for the group. They wanted more information, felt that the message was strong, and wanted to delve deeper.

Q What concepts seemed to resonate most?

A The concepts of *negative treatment* and *position/disposition* resonated with the group. They were able to use this framework to think about their behaviors and relate the "theory" to real life situations. For example, the managers explored how their behaviors impact a person's disposition - identifying specific examples for analysis.

Q How do you continue to use the book?

A *The Power of Inclusion* is a great reference book. Very helpful as you are writing and developing internal communication for people who have been exposed to the book or related trainings. It provides a consistency of language and concepts that help the practitioner "tie everything together."