

# 4ward Inclusion Consulting, Incorporated

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**4ward Inclusion Consulting, Incorporated** is a nonprofit organization committed to youth advocacy and leadership. Our programs promote **critical thinking**, increase **financial freedom** and **create the conditions** that allow children from marginalized populations to thrive.

# Our Purpose for Today

**Acknowledge who** creates school and organizational cultures

**Review** opportunities to adjust your approach to meet your goal

**Consider** ways that 4ward Inclusion can support your mission and goals



# Culture

**Culture** generally refers to the beliefs, values, relationships, attitudes and written and unwritten rules that a group identity.

In education, culture impacts the physical and emotional safety of students, the orderliness of classrooms and even the degree that diversity is embraced and celebrated in schools.

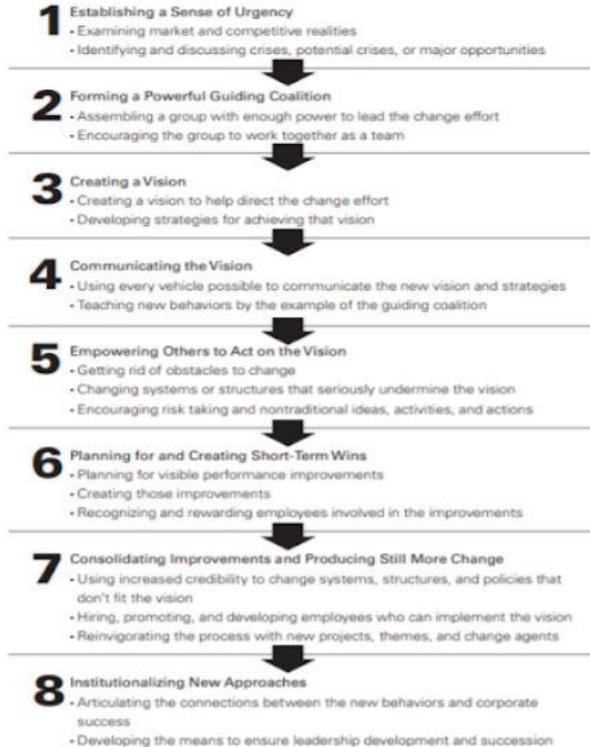
**You will be impacted by your students culture, and your students will be impacted by your culture.**



# Organizational Change Activity

Below, is are steps to transformational change released by the [Harvard Business Review](#). You will find these steps on page 5. Focus on one of your priorities, and consider the following:

## EIGHT STEPS TO TRANSFORMING YOUR ORGANIZATION



## Instructions:

1. Focus on one project or goal for this year.
2. Gather a team of diverse perspectives and positional authority (as applicable)
3. Discuss where you see your project or goal on this chart
4. Seek to understand by asking:
  - Why did you choose this step?
  - What is the ideal and what is our timeline
  - What are our next steps



# The Importance of Reflection

Often times, we're able to acknowledge the issues that lead to a lack of achievement, engagement and unhappy teams in schools and organizations outside of our own. Without reflection, you may not be able to pinpoint the cause of what you're experiencing.

## Problems you may experience

- High Retention or, **Lack of...**
- Engagement
- Achievement rates
- Openness to courageous conversations
- New and creative ideas
- Collaboration

## How we can help

1. Cultural analysis across colleagues, students and community members providing themes and strategies for improvement
2. Create a *safe space* for every member. A safe space is open, filled with grace, understanding and honest.
3. Dismantle cultural barriers that disrupt impact. You will see improvement in just one year.

