



CULTURE EATS STRATEGY FOR BREAKFAST*

**INCLUSIVE CULTURE CHALLENGE
TOOLKIT**

**Let's make our team culture more inclusive*



The Purpose

Building an inclusive team culture isn't a one-off action; it's a continuous, collective effort that directly shapes how people feel, collaborate, and grow at work. This challenge gives teams a structured yet flexible way to strengthen the behaviours, habits, and mindsets that contribute to a healthier and more effective workplace.

What teams gain from doing this challenge

- 1. Stronger collaboration & trust
- 2. A deeper understanding of team culture
- 3. Practical actions that improve wellbeing
- 4. Increased psychological safety
- 5. Tools for navigating uncomfortable moments
- 6. A shared commitment to doing better

Looking for inspiration? Explore past editions of the Inclusive Challenge.

- [Inclusive March Challenge 2024](#)
- [Inclusive March Challenge 2025](#)



How to Use This Toolkit

This toolkit offers 5 challenges, each containing:

- Clear objectives
- Step-by-step team activities
- Reflection prompts
- Additional resources

Teams can complete the challenges:

- at any pace (from one module per week to one per quarter),
- in-person or online
- Share the results of your discussion on LinkedIn or via your internal network with the hashtag **#InclusiveChallenge**

Each module takes 30-45 minutes, depending on discussion depth

INCLUSIVE CULTURE CHALLENGE TOOLKIT

CHALLENGE 0

Team Awareness Check

Have the team take a moment and do the
Inclusive Culture Challenge Bingo!

CHALLENGE 0: Team Cultural Awareness Check (Culture Bingo)

Objective: Build cultural awareness, spark connection, and start conversations about diversity within the team.

Part 1: Culture Bingo (5–10 minutes)

1. Give each participant the Bingo sheet (**next page**).
2. Participants check all boxes that apply to them.
3. This can be done silently, in pairs, or in small groups (whichever suits the team).
4. Optional fun element:
 - When someone crosses out 3 boxes in a row horizontally and 4 vertically, they may shout “BINGO!”

Part 2: Team Reflection (15–20 minutes)

Choose two prompts for group conversation:

- What did you notice about your Bingo card?
- What items were easiest or hardest to check off?
- What did you learn about your colleagues?
- Did anything surprise you?
- How do these experiences show the diversity in our team?
- How can we better support each other?

Bingo!

Outcome: A deeper understanding of who is in the team, their backgrounds, and what they need to thrive.

BINGO

Inclusive Culture Challenge

I speak a different language at home than at work (including dialect)	I am a first-generation university student	I have lived in more than one country
I am a member of an underrepresented ethnic group	I use public transportation regularly	I have experienced sexism/racism/homophobia
I have a multicultural family	I participate in traditions/festivities (local and/or international)	I have a hidden talent
I have a special need that my colleagues may not be aware of	I am a caregiver for a family member	I walk more than 5000 steps in a day

INCLUSIVE CULTURE CHALLENGE TOOLKIT

CHALLENGE 1

Defining Team Culture

Take the time to explore each other's cultures and understand your overall team culture



CHALLENGE 1: Defining Team Culture

Objective: Explore individual cultural backgrounds, define team culture, and reflect on communication styles.

Part 1 : Sharing Cultural Elements (15–20 minutes)

Each team member selects one prompt to share about their culture/origin:

- What is your favourite traditional meal?
- What is the origin of your name?
- What is one of your family traditions?

Part 2 : Defining Our Team Culture (20–25 minutes)

Pick one discussion prompt:

- Tour de table: In one word, how would you describe our team culture?
- Are we happy with our current culture?
- Are there things we would like to change or strengthen?
- How does our current culture support inclusion?
- How do we create space for people with different communication styles to contribute effectively?
 - (Optional: refer to your DISC profiles or other communication frameworks)

Outcome: A shared language and understanding of what makes the team's culture unique and what could be improved

*Additional Resources for this challenge on the next page





CHALLENGE 1 ADDITIONAL RESOURCES

- **Exploring Subcultures Within Organisational Culture**

[Exploring Subcultures Within Organizational Culture • SLM \(Self Learning Material\) for MBA](#)

- **Inclusion in Finance e-book**

[25 tips for more diversity and inclusion in the financial sector | 25 tips for more diversity and inclusion in the financial sector](#)

- **[DEI is a shared responsibility guide](#)**

- **DEI is a Shared Responsibility**

[dei-is-a-shared-responsibility-guidance.pdf](#)

- **DISC Test**

[DISC Test \(Classic Version\)](#)

INCLUSIVE CULTURE CHALLENGE TOOLKIT

CHALLENGE 2

Team Wellbeing

Focus on team wellbeing at work, supporting one another to stay healthy, balanced and engaged (both mentally and physically)



CHALLENGE 2: Team Wellbeing

Objective: Strengthen team support, build awareness of wellbeing challenges, and identify practices that prevent burnout

Part 1 : Wellbeing Check-ins

Pair team members randomly.

Throughout a week, pairs look out for each other by:

- Checking in briefly via chat, call, or in person
- Noticing workload or stress signals
- Taking short walk-and-talk moments
- Sharing breaks or a casual lunch

Part 2 : Team Conversation on Wellbeing (20–30 minutes)

Hold a group conversation, ideally as a walking meeting, on:

- How personal responsibilities affect energy levels
- What colleagues need to feel supported
- What burnout risks the team should be aware of

Outcome: Teams co-create small, supportive habits that improve wellbeing daily

*Additional Resources for this challenge on the next page





CHALLENGE 2 ADDITIONAL RESOURCES

- *Digital wellbeing at work is now more important than ever:*

[Digital Wellbeing at Work: Pt. 5 Workplace Wellbeing Series](#)

- WIF x MNF Webinar on Integrating Wellbeing and Inclusion at Work with Alexandre Dana:

[Webinar Recording : Integrating Wellbeing and Inclusion at Work](#)

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CHALLENGE 3

Psychological Safety

This week's challenge invites you to reflect by rating each statement from 1 to 5, based on how easy or difficult it is for you to relate.



CHALLENGE 3: Psychological Safety

Objective: Assess how safe team members feel to speak up, take risks, and be themselves.

Activity: Individual Scoring (10 minutes)

Each participant scores the statements 1 (easy to relate to) to 5 (difficult to relate to):

Statements:

- It was easy for me to find mentors.
- I feel confident returning to work after a long absence.
- I feel okay sharing my mistakes and encouraged to learn from them.
- I feel comfortable expressing a different opinion.
- My voice matters in my team.
- I feel supported when sharing difficulties.
- I can be my true self at work.

Reflection (20–30 minutes)

Discuss patterns:

- What did we learn from our scores?
- Where are we strong?
- Where could we improve?
- What practices could increase psychological safety?

Outcome: Shared actions that increase trust and openness.

INCLUSIVE CULTURE CHALLENGE TOOLKIT

CHALLENGE 4

Turning Setbacks into Strengths

As a team, reflect on your strengths and improvements, as written in your action plan and choose one actionable item you will take into your daily team activities.



CHALLENGE4: Turning Setbacks into Strengths

Objective: Create space for vulnerability and reflection on how the team responds to conflict, mistakes, or difficult moments

Activity: Testimonial Sharing (20–30 minutes)

Team members share a story (anonymously if preferred) about a time when:

- something didn't go as planned,
- a mistake happened, or
- conflict arose.

They describe:

1. What happened
2. How they overcame it
3. How allyship helped—or could have helped

Important Safety Rules for This Exercise

Everyone commits to:

- Not judging
- Listening respectfully
- Not minimising facts or emotions

Sharing Methods

If meeting online you can use anonymous input tools (Slido, Mentimeter, Wooclap).

If meeting in person, write responses on paper and collect them in a hat/box for anonymous reading

Outcome: A culture where people can be vulnerable, errors become learning moments, and allyship becomes everyday behaviour.

***Additional Resources for this challenge on the next page**





CHALLENGE 4 ADDITIONAL RESOURCE

- Decision Tree for Victims of Microaggressions
[Responding to Racist Microaggressions - Febelfin](#)



INCLUSIVE CULTURE CHALLENGE TOOLKIT

REFLECTION MOMENT



Team Wrap-Up Moment

Objective: Help teams consolidate insights from all previous challenges, identify strengths and improvement areas, and commit to one clear, realistic, team-owned action step that becomes part of daily practice.

Activity: Final Reflection Exercise (worksheet on next page)

Part 1: As a team, revisit each challenge you've completed:

For each challenge, discuss:

- Strengths: What worked well for us?
- What positive behaviours or dynamics emerged?
- Points of improvement/What felt challenging?
- What do we want to strengthen or address?
- Actionable steps: What concrete step did we identify for that area, if any?

Part 2: Choose One team Action to move forward with

Once you've reviewed all the challenges:

- Select **ONE** realistic and specific action that
 - Builds on a strength or addresses an improvement area
- Clarify the following:
 - What exactly will we do?
 - When and how often will we apply it in daily team life?
 - Who will support, champion, or monitor it?
 - How will we know we're doing it consistently?
- Write down the final team commitment:
 - A chosen ACTIONABLE STEP and APPLICATION TO TEAM ACTIVITIES

CULTURE EATS STRATEGY FOR BREAKFAST

Inclusive Culture Challenge Toolkit

Final Reflection Exercise

As a team, review the strengths and improvement areas for each week listed in your action plan. Briefly discuss what is working well and what could be improved. Then, agree on **one clear and actionable step** that the team will integrate into its daily activities. Write down the action and how you will apply it moving forward.

Fill in the following:

Strengths:

Points of Improvement:

Actionable Step:

CULTURE EATS STRATEGY FOR BREAKFAST

Inclusive Culture Challenge Toolkit

Final Reflection Exercise

As a team, **choose one realistic and specific action** that either builds on a strength or improves a challenge area. Decide how you will put this action into daily practice; what you will do differently, when you will do it, and who will support or monitor it. Once agreed, write down the action and confirm that the whole team is committed to it.

Our chosen actionable item is:

We will apply this in our daily team activities by:



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