

ICF CONVERGE

OCTOBER 23-25, 2025 • SAN DIEGO



Inclusion in Coaching: From Intention to Integration

Dr. Aikyna Finch, PCC

Vice President of DEIB, International Coaching Federation

About Dr. Aikyna Finch, PCC



Technology Consultant

Certified Coach

TEDx Speaker

DEIB Executive

Educator and Trainer

Content Creator

Author and Blogger

Learning Objectives

Identify inclusive practices for each stage of the coaching process.

Apply DEIB-aligned tools to create safe client spaces.

Reflect on your coaching lens and embed equity in your practice.

What Do You Want to Learn?

In groups, discuss three things you would love to learn from today's session.

6 minutes in groups

Please select a spokesperson

Each table will get 2 minutes to present

Why Inclusion is a Practice

Aligns with ICF Ethics and Core Competencies

Builds trust and supports client transformation

Encourages authentic expression and safety

Requires ongoing reflection and refinement

Goes beyond diversity checklists, it's about consistent, lived values

Inclusive Practices Across the Coaching Process

Discovery: Inclusive intake forms, identity-first questions



Contracting: Coaching Agreements with DEIB principles



Coaching: Mindful language, open-ended inquiry, identity-awareness



Closure: Reflect on experience, honor growth, invite feedback

Coaching Across Identities

**Consider
different
contexts**

**Avoid one-
size-fits-all
approaches**

**Partner with
curiosity, not
assumptions**

**Create
spaces
where all
identities are
respected**

Reflection Activity 1

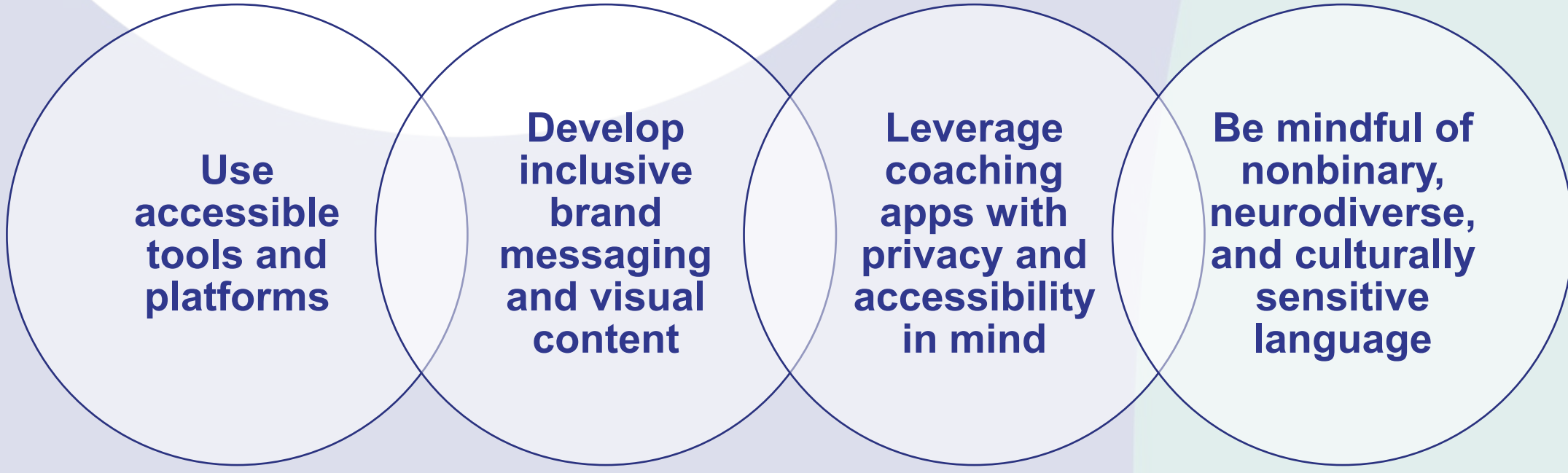
**What parts of your
coaching process
are already
inclusive?**



**Where do you
have room to
grow?**

**Table-share for 10 minutes
Debrief for 5 minutes**

Technology, Marketing, and Strategy for Inclusion



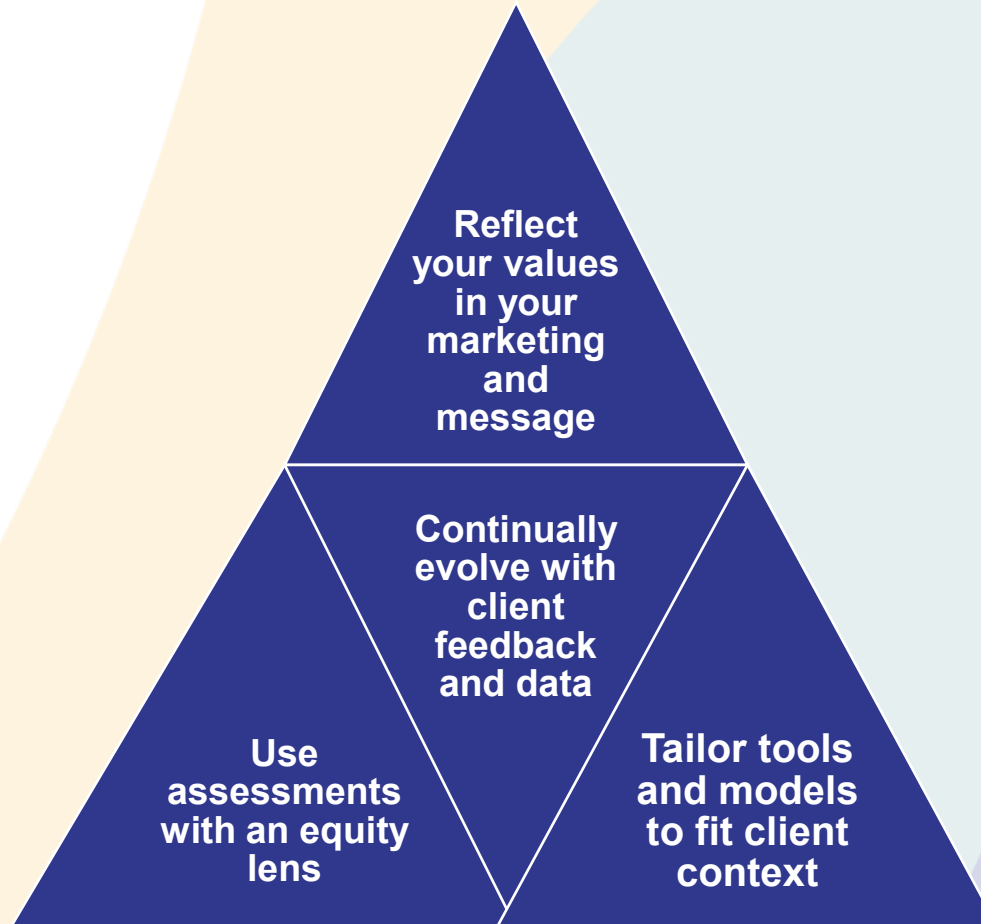
**Use
accessible
tools and
platforms**

**Develop
inclusive
brand
messaging
and visual
content**

**Leverage
coaching
apps with
privacy and
accessibility
in mind**

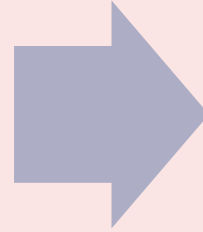
**Be mindful of
nonbinary,
neurodiverse,
and culturally
sensitive
language**

Embedding DEIB in Your Coaching



Reflection Activity 2

**How will you make
the technology
more inclusive in
your practice?**



**How will you
embed equity into
your ongoing
practice?**

**Table-share for 10 minutes
Debrief for 5 minutes**

Q&A and Closing Reflections

**What
resonated
most with you
today?**

**What's one
inclusive
practice you'll
implement?**

**How will you
Start or
Continue your
inclusion
journey?**

DEIB TEAM



Dr. Aikyna Finch
VP of DEIB



Dr. Jennifer Koster
DEIB Engagement Manager



Sarah Masoud
DEIB Training Coordinator



Dr. Angela Carter
DEIB Data Contractor

Where To Find DEIB At Converge

In Expo Hall – DEIB Booth

Member Resource Group Room – at 10:30am and 1:45pm

Presentations:

Veterans in Coaching at 11:30am

Holding the Line: Coaching as an Act of Allyship at 1:45pm

Let's Connect!

On ENGAGE -

<https://engage.coachingfederation.org/communities/communities-deib>

Email – deib@coachingfederation.org

LinkedIn – <https://linkedin.com/in/dradfinch>



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