

Inclusive Celebration: Updating Alcohol Culture

Practical alternatives, policy language, and manager scripts for events

Executive Summary

Traditional workplace celebrations often center around alcohol, inadvertently excluding team members who don't drink. This guide provides practical frameworks for creating inclusive celebrations that everyone can enjoy.

Policy Language Updates

- â€¢ "We celebrate achievements with inclusive options for all team members"
- â€¢ "Alcohol is available but never the focus of our celebrations"
- â€¢ "Non-alcoholic options are given equal prominence and quality"
- â€¢ "No pressure to drink - all choices are respected"

Alternative Celebration Ideas

- â€¢ Premium non-alcoholic cocktails and mocktails
- â€¢ Team experiences: escape rooms, cooking classes, outdoor activities
- â€¢ Wellness-focused events: yoga sessions, mindfulness workshops
- â€¢ Food-centered celebrations with diverse dietary options
- â€¢ Recognition ceremonies with meaningful awards

Manager Scripts

"We're planning our team celebration - what would make this most enjoyable for everyone?"

"We have great non-alcoholic options too - the mocktails are fantastic!"

"Let's focus on celebrating the achievement rather than what we're drinking."

For more inclusive celebration ideas, contact KindShift at hello@kindshift.support