

# SHOWING INCLUSIVITY



IGD STAGE 1:

## Create Meaning

### FOCUS

#### PEOPLE

What can we **learn** from each other today?  
How will we be **different** tomorrow?

#### SPACE

Is this the right **location**?  
What place might work **better**?  
Can we speak openly **here**?

#### TIME

Do you **have** time to talk?  
Is this the **right** time?  
Would a **different** time work better?

### ASK

Seek **clarity** with **open-ended** questions.

### LISTEN

#### SUSPEND JUDGEMENT

Avoid filling the blank space with **prejudices** and **biases**.

#### WAIT FOR ANSWERS

Allow space and time to **listen**, **hear**, and **learn**.

#### ACCEPT OTHERS' TRUTHS

It's **their experience**, not yours.  
Value **others'** truths.

### CONNECT

Use appropriate **body language**, **word choice**, and **tone of voice**.

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# BECOMING INCLUSIVE

## 2

IGD STAGE 2:

## Examine Identity

### REFLECT

#### MINDFULNESS

Be mindful of **choice**, **action**, and **thought**, and be present.

#### EXPERIENCES

What experiences do I carry that still hurt and impact my awareness today?

#### BELIEFS

Examine passed-on **feelings**, **views** of others, and **perceptions** of **conflict**, **fear**, and **change**.

### SHARE

How will I talk about my experiences with others?  
Am I willing to listen to their experiences?

### LEARN

What **happened**?  
What can we **learn**?  
How does **sharing** help us **understand**  
and **appreciate** similarities and differences?

### APPLY

#### PREPARATION

How does **sharing** and **learning** from one another prepare us for deeper conversations?

#### COMMONNESS

Replace anxiety with **time** and **space** for **re-learning**.  
Explore **values** that may be **common** to us all.

#### VIEW

Experiences are perceptions.  
**Redefine** and **redress** equality for all.

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# ENGAGING IN INCLUSIVITY

# 3

IGD STAGE 3:

## Difficult Conversations

### ENGAGE and EXAMINE

Make **space** and **time** to engage.  
Examine sources of **biases** and **assumptions**.  
Negotiate learning.

### COMMUNICATE

#### EXPRESS

Be vulnerable enough to **share** your **experiences** and **mistakes**.  
Express emotions **honestly**.

#### INQUIRE

Seek to **understand** others' perspectives through **respectful questions** and **challenges** to thinking.

#### LISTEN

Listen for the **new ways** to **recognize** our own challenges.

### GET MOTIVATED

Get motivated to **change** and **bridge** differences.  
Who, how, and what can help **bridge divides** we experience and see?

### BUILD BRIDGES

#### AWARENESS

Establish a **communication process** for **newness** and **difference**.

#### POSITIVITY

Display a **welcoming nature** (and mean it). Be willing to **help** and **appreciate** differences.

#### RELATIONSHIPS

We build friendships through **time** and **space**. Inclusivity requires the same. Be sure to **continually check in**.

#### SKILLS

Invite **conversation** by sharpening skills in **empathy**, **active thinking**, and **openness** to multiple perspectives.

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# COMMITTING TO INCLUSIVITY

# 4

## IGD STAGE 4: Building Alliances

### CONNECT and COMMIT

#### SPACE

Create space to **build groups** supporting the **change** you want to see.

#### ATTITUDE

How you **respond** and **feel** impacts those around you and the **change** that results.

#### TIME

Give time to **foster** the needed **relationships** and **development**.

### EFFECT CHANGE

#### ENGAGEMENT

Engage in and outside the **classroom**, in your **workplace**, and in your **community** to **promote** societal **change** and **political will**.

#### RESPONSIBILITY

What is **my** responsibility in effecting change?  
Do I need a **team**?  
How will we **work together** to **effect change**?

#### POWER

What is my power to **work towards** change?  
How will I **use** it?  
What are my **limits**?  
Whom do I need to **support**?

### REFLECT and EVALUATE

#### SKILLS

What skills am I **missing**?  
Have I **sharpened** my **skills** but not **engaged** in the change?

#### GROWTH

Where am I in my **conversations** and **willingness** to **influence** what's happening in my society?  
What can I do to continue to **improve**?

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