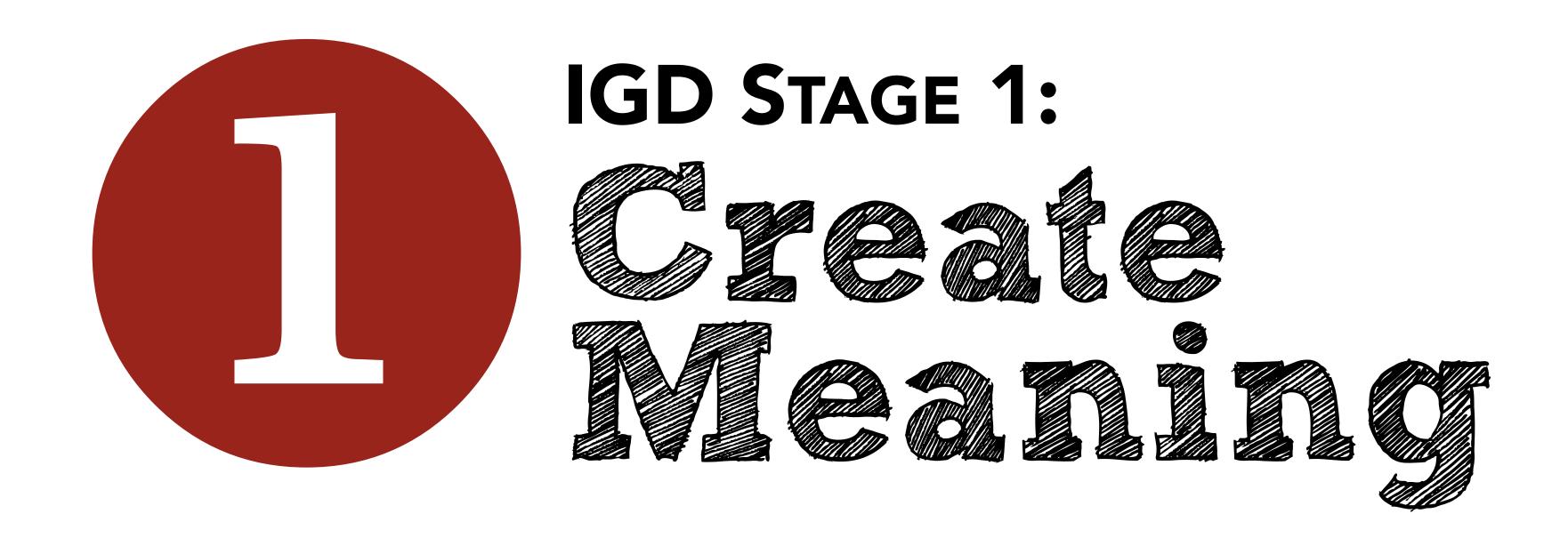
SHOWING INCLUSIVITY



FOGUS

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.

SIEN

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.

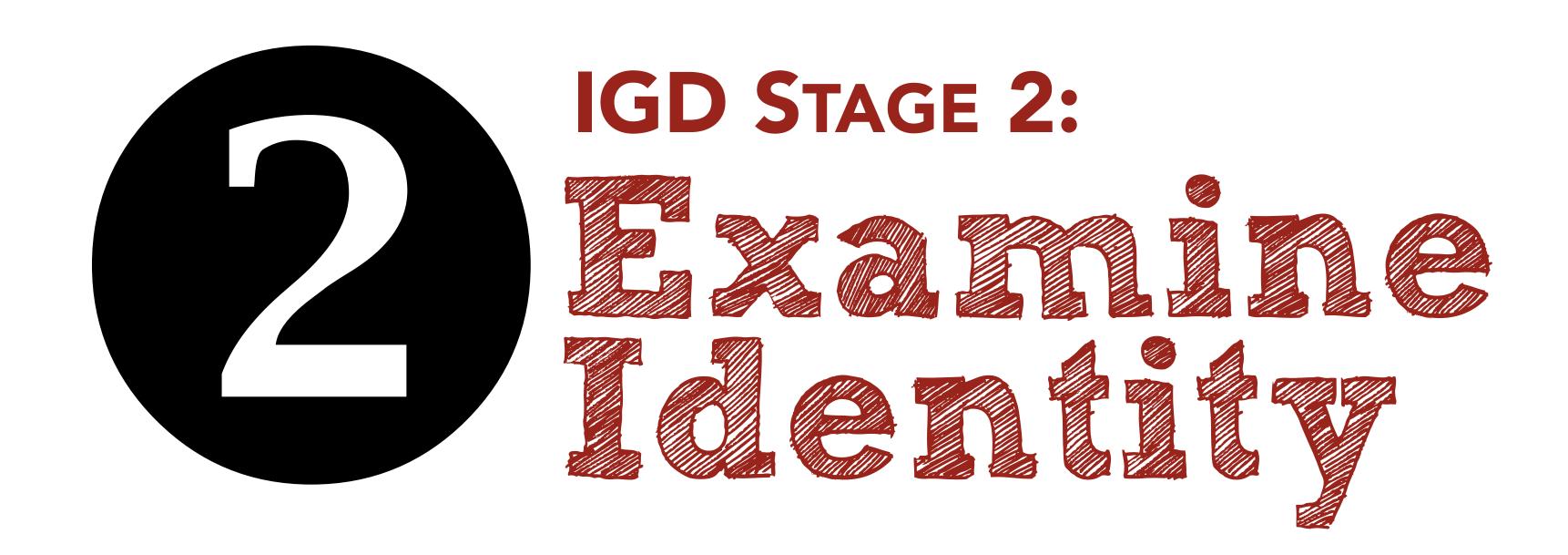








BECOMING INCLUSIVE



REFLECT

MINDFULNESS

EXPERIENCES

Be mindful of choice, action, and What experiences do I carry that thought, and be present.

still hurt and impact my awareness today?

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?

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.

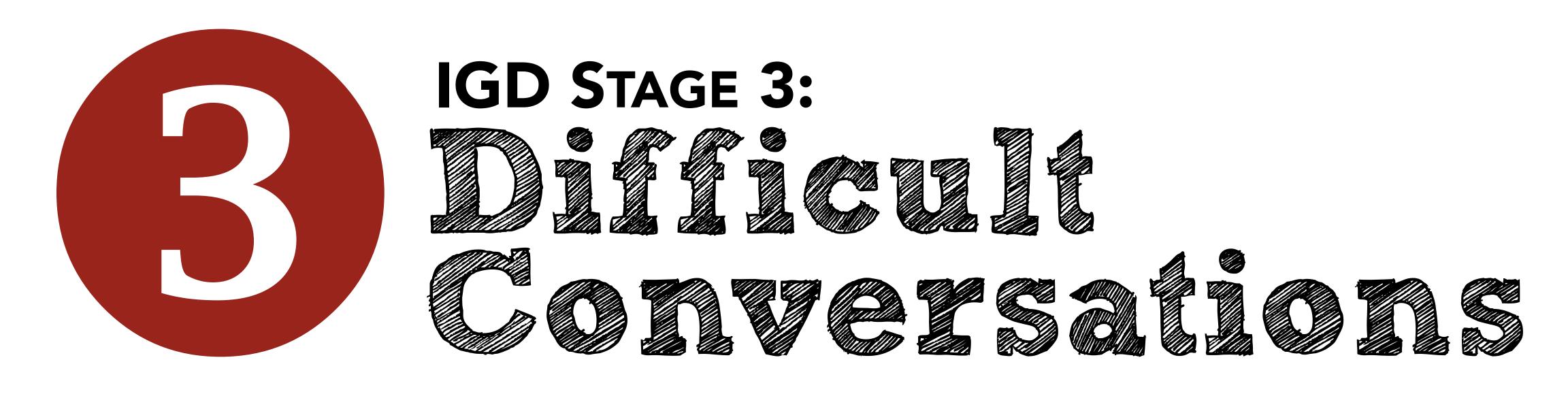








ENGAGING IN INCLUSIVITY



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.









COMMITTING TO INCLUSIVITY



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?







