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

## IGD Stage 2: Examine Identity

### Reflect

<table>
<thead>
<tr>
<th>Mindfulness</th>
<th>Experiences</th>
<th>Beliefs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Be mindful of choice, action, and thought, and be present.</td>
<td>What experiences do I carry that still hurt and impact my awareness today?</td>
<td>Examine passed-on feelings, views of others, and perceptions of conflict, fear, and change.</td>
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### 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

<table>
<thead>
<tr>
<th>Preparation</th>
<th>Commonfulness</th>
<th>View</th>
</tr>
</thead>
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<tr>
<td>How does sharing and learning from one another prepare us for deeper conversations?</td>
<td>Replace anxiety with time and space for re-learning. Explore values that may be common to us all.</td>
<td>Experiences are perceptions. Redefine and redress equality for all.</td>
</tr>
</tbody>
</table>

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Engaging in Inclusivity

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

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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