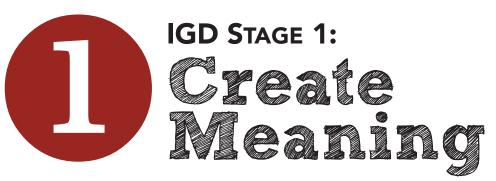
# SHOWING INCLUSIVITY



## 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.

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

WAIT FOR

**ANSWERS** 

**TRUTHS** It's their experience, not yours.

**ACCEPT OTHERS'** 

Value others' truths.

## CONNECT

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



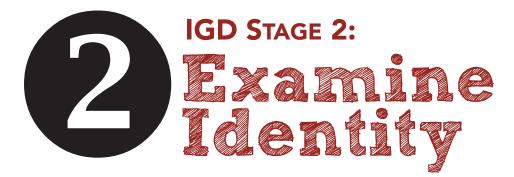








# **BECOMING INCLUSIVE**



## REFLECT

### **EXPERIENCES**

### **BELIEFS**

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

MINDFULNESS

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?

## 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.

### Want to learn more? Visit igd.iupui.edu









# 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**

INQUIRE

LISTEN

Be vulnerable enough to share your experiences and mistakes. Express emotions honestly. Seek to understand others' perspectives through respectful questions and challenges to thinking.

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.

Welcoming Campus

INNOVATOR

#### **RELATIONSHIPS**

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

**Ψ** IUPUI

#### SKILLS

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

INTERGROUP DIALOGUE

IUPUI

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# **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?

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