

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



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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