



THE INCLUSION INITIATIVE
BEYOND THE WELCOME



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Creating Community
in a (dis)connected world



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**BIRDS
EYE
VIEW**



**PARALYSIS OF
PERFECTION**

THE INCLUSION INITIATIVE
BEYOND THE WELCOME



**MAJOR
CHALLENGE**

Diversity vs Inclusion

THE INCLUSION INITIATIVE
BEYOND THE WALLS

DIVERSITY

different groups/
characteristics represented,
but power/leadership
concentrated in one group
and/or other groups don't feel
full accepted, valued, heard



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Diversity vs Inclusion

THE INCLUSION INITIATIVE
BEYOND THE WALLS

INCLUSION

different groups/
characteristics represented
and feel valued, heard, equal
to other members.
Leadership represents the
collective members and not
just one group



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THE GOAL: Moving toward Inclusion

THE INCLUSION INITIATIVE
BEYOND THE WALLS



equal equality inclusion

BETTER
"viewers"
actually
play in the
game

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5 Stages of Inclusion

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BEYOND THE WALLS



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**STAGE ONE
ANTIPATHY**

denial of problems
active denial of groups
active discrimination

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**STAGE TWO
ALLOWANCE**

tolerance
unconscious bias
potential diversity...
...but not inclusion

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**STAGE THREE
ASSISTANCE**

helping and support
but potentially out of pity
or self-serving gratification
“inspiration porn”
outsiders viewed as
project/not equals

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**STAGE FOUR
ACCEPTANCE**

full inclusion of group/
individual
Member(s) feel valued &
safe
(but not ALL groups)

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SEDENTARY
SUCCESS

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

MAJOR
CHALLENGE

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

Age, Gender, National Origin, Language, Perceived Race, Color, Ability, Gender Identity, Sexual Orientation, Religion, Socioeconomic Status...

CONSIDER



STAGE FIVE
ADVOCACY

members want others to feel same sense of inclusion
actively seek out & work for full inclusion of ALL groups

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THE INCLUSION INITIATIVE
BEYOND THE WELCOME



PARADOX
OF TOLERANCE

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Implementation

THE INCLUSION INITIATIVE
BEYOND THE WELCOME



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LEADER
MINDSET

CURIOUS
CONSIDERATE
COMMITTED
CONFIDENT
COLLABORATIVE

Which Inclusion Stage?

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

	antipathy	allowance	assistance	acceptance	active advocacy
age					
gender					
national origin					
language					
perceived race					
color					
ability					
gender identity					
religion					
etc					

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Implementation Stage?

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

	forced	leader mindset	initial inclusion	reflected leadership	organic
age					
gender					
national origin					
language					
perceived race					
color					
ability					
gender identity					
religion					
etc					

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WELCOME
DIALOGUES

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



THREE
GUESSES

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



TRIANGLE
TAG

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



FOUR
CARDS

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



TURNSTILE

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



**I AM, BUT...
I AM NOT**

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



**LANGUAGE
DISSECT**

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



**LANGUAGE
DISSECT**

**DID YOU SEE
THE PROBLEMATIC
LANGUAGE IN
THESE SLIDES?**



LANGUAGE
DISSECT

DID YOU **SEE**
THE PROBLEMATIC
LANGUAGE IN
THESE SLIDES?



LANGUAGE
DISSECT



PARALYSIS OF
PERFECTION



SEDENTARY
SUCCESS



ACTIVITY
CONSIDERATION

DOES THE ACTIVITY
ITSELF ACTUALLY
EXCLUDE?
DOES IT NEED TO BE
MODIFIED/
ELIMINATED?



REPRESENTATION
MATTERS

THE INCLUSION INITIATIVE
BEYOND THE WELCOME



ACTIVITY



**AMPLIFY
OTHERS**

THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



**ORGANICALLY
INITIATED**


THE INCLUSION INITIATIVE
BEYOND THE WELCOME

ACTIVITY



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innovative
influential



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**THE RIGHT TOOLS
THE RIGHT TIME
TEAM BUILDING DONE RIGHT**



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