

# 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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