

Continuing Learning Opportunities: How can you increase your Practice of Inclusion?

Explore how you might change your behavior:

1. Choose one Inclusive Behavior to focus on and practice each month (p. 22 of session booklet).
2. If you find yourself becoming uncomfortable in a situation involving diversity, think about what could you do within yourself to become more comfortable with that discomfort (p. 31, Manage the Paradox, Comfort vs. Discomfort)
3. Observe yourself observing others: when you look at or experience someone different from yourself, do you imagine they have many facets to their collective identity? In other words, do you explore several possibilities regarding what that person's experience and background might be? Or do you find yourself jumping to conclusions relying on your stereotypes and assumptions? (p. 27, Managing the Paradox, Belonging & Uniqueness)
4. Monitor the standards you use for yourself vs. for others. You want to maintain your uniqueness and still belong to the group. Do you allow others to do the same? Or do you limit their uniqueness? (p. 27, Suggestions for Managing the Paradox, Belonging & Uniqueness)

Encourage and become more involved with others:

1. Greet others—be ready to say “Hello” to newcomers, people you don't know very well, and people different from you in your organization.
2. Put yourself in situations where you have to engage and learn from others different from yourself. (p. 31, Manage the Paradox. Comfort vs. Discomfort)
3. Explore opportunities for opening dialogue with others about difficult issues in your group or external to your group. (p. 28, Managing the Paradox, Stable vs. Shifting Boundaries & Norms)

Influence change in your organization:

1. Take the lead in promoting difficult conversations about how differences —such as in race, gender, sexual orientation, differing abilities, age—affect peoples' opportunities in your organization.
2. If your diverse work group experiences conflict, try to open up a conversation about how you could create new rules for dissent and rule breaking. (p. 28, Managing the Paradox, Stable vs. Shifting Boundaries & Norms)
3. Explore what “co-constructing” the norms for inclusion in your organization would look like, then try co-constructing some. (p. 28, Managing the Paradox, Stable vs. Shifting Boundaries & Norms)