



WHO IS PART OF THE CONVERSATION

Are you reflecting on how to approach equity and inclusion in your work but unsure where to start? This exercise is designed to help deepen those reflections. Below is a list of questions that can guide meaningful conversations within your team and foster a more inclusive mindset across your organisation.

Use these questions as a starting point for your team to critically examine how equity and inclusion are—or aren't—being addressed in your work. It's not just about finding immediate answers, but about encouraging ongoing reflection and meaningful action. By discussing these questions, you can begin to identify where your organisation stands on equity and inclusion, and take steps to create a more inclusive and supportive environment. The goal is to raise awareness and guide your team towards practical actions that lead to lasting change.

Questions for reflection:

- Who is missing from the room?
- What questions arise as you continue to explore who is excluded?
- How can we overcome the discomfort and hesitation that this question brings?
- What kinds of data or experiences influence your work?
- What are your cultural references that resonate with your perspective?
- How can we be more intentional about having the uncomfortable conversations that lead to real action?
- How do I use my position to advocate for diversity and inclusion without becoming overwhelmed?
- How do we promote diversity and inclusion without burning ourselves out?
- How can organisations be genuinely inclusive when diversity is viewed through a narrow lens, such as race or gender?
- Are we prepared to acknowledge the gaps in our understanding, let go of old ways, and embrace new possibilities?
- How do we adjust our expectations and truly support diversity, especially when resources are limited?
- How do we ensure that diversity initiatives aren't just superficial, but lead to meaningful change?
- Can we focus on specific aspects of diversity and do them well, without feeling the need to cover everything at once?
- Who is being invited to participate?
- How do we ensure that people feel genuinely included, not just on stage or in the audience, but throughout the entire organisation?

MY NOTES