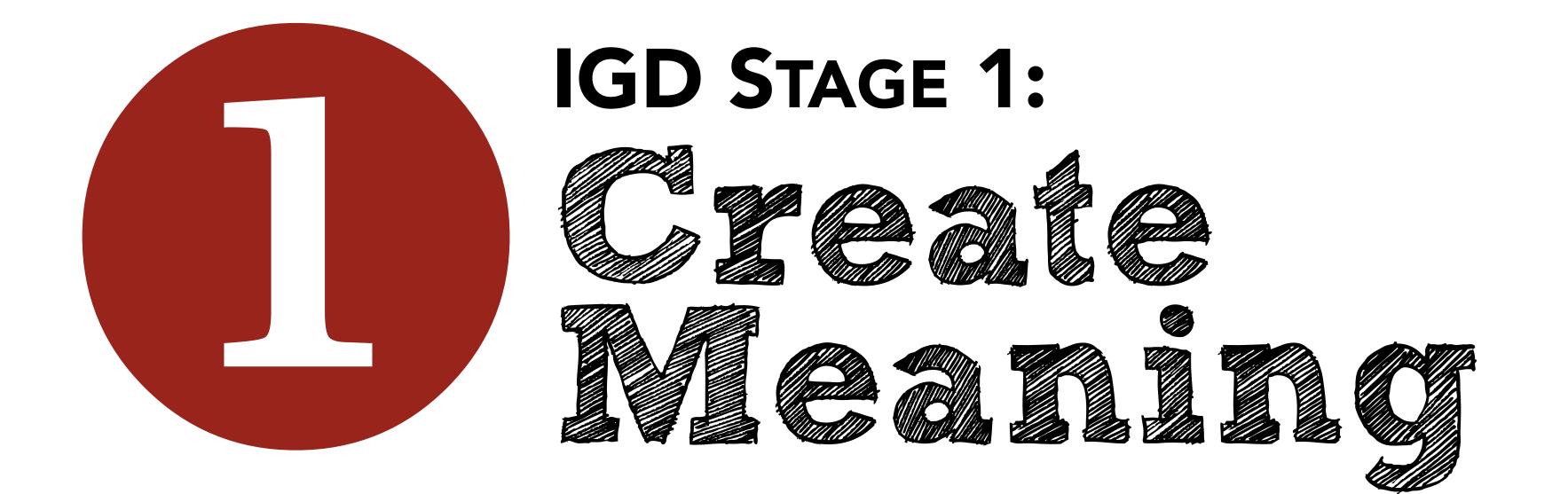
# SHOWING INCLUSIVITY









What can we learn from each other today? How will we be different tomorrow?

PEOPLE

Is this the right location? What place might work better? Can we speak openly here?

Do you have time to talk? Is this the right time? Would a different time work better?



### Seek clarity with open-ended questions.



### SUSPEND JUDGEMENT

### WAIT FOR ANSWERS

### ACCEPT OTHERS' TRUTHS

Avoid filling the blank space

Allow space and time to listen,

It's their experience, not yours.

hear, and learn.

Value others' truths.

# **HONNEGT**

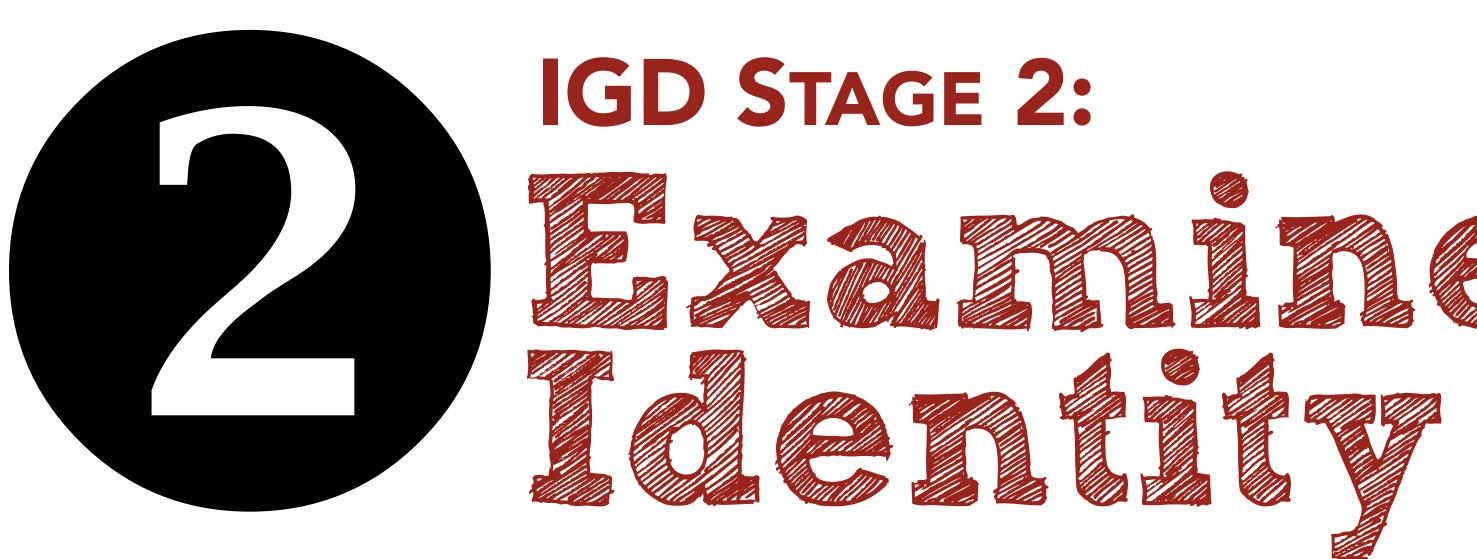
### Use appropriate body language, word choice, and tone of voice.

## Want to learn more? Visit igd.iupui.edu

Gentle-Genitty, C, Renguette, C. Griffith, D., White-Mills, K, & Wright, T. (2018). Four-Phase Intergroup Dialogue Inclusivity Posters. https://doi.org/10.7912/9WWQ-3F11



# BECOMING INCLUSIVE



# 

#### MINDFULNESS

**EXPERIENCES** 



Be mindful of choice, action, and What experiences do I carry that thought, and be present. still hurt and impact my awareness today?

**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?

# 

What happened? What can we learn? How does sharing help us understand and appreciate similarities and differences?

# 

### 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

# 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 MOTVATED

Get motivated to change and bridge differences. Who, how, and what can help bridge divides we experience and see?

# BULD 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



# CONNECT and COMMIT





**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.

#### 

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?

# 

### **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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