

Include in Nature:
Session 2



**CULTIVATING
INCLUSION : CREATING
WELCOMING AND
RESPECTFUL
WORKPLACES**

Nature Neighbourhoods
An innovative approach to building
community action for nature

Cultivate a positive environment

- Be Kind & Respectful
- Be Empowering & Engaging
- Be Open-Minded & Non-Judgmental
- Value diverse perspectives and avoid criticism

Embrace growth

- Embrace Discomfort: Step outside your comfort zone and learn from new experiences
- Be Present & Mindful
- Challenge Your Thinking:
- Explore alternative viewpoints

Foster inclusivity

- Hold Space for Others: Create an environment where everyone feels heard and valued.
- Encourage participation and foster a supportive atmosphere.

Rules of engagement

INTRODUCTION

Courage and competence leads to inclusion and transformation

- Define what we mean by an inclusive culture
- How do we create safe spaces for dialogue
- How do we hold ourselves to account
- How do we open up conversations for change



Discussion: Inclusion Stages Model

"I am no longer accepting the things I cannot change. I am changing the things I cannot accept." Angela Davis

ONE

TWO

THREE

- Sounds like

Inclusion for inclusion's sake 'I am aware'

Inclusion is our responsibility 'I take part'

Inclusion is our strategy 'I belong'

- Feels like

Compliance

Obligation

Engagement

- Looks like

Policies in place

Inclusive participation

Inclusive governance and decision making

- Origins

Compliance and funding pressures

Pressure from external stakeholders

Recognition that practices lead to exclusion

- Challenges

A response to a cultural problem

Can make majority group feel good while not actually giving up any power

Acknowledge that practices exclude others

People not bought in

Minority groups become cynical and less likely to take part

Existing leaders willingly share decision making power

Policies don't always lead to action

Tick box approach

- Questions

What needs to be done?

Who's taking part?

What power are you willing to give up?

Where does your organisation sit with this model of inclusion?



ACTIVITY

How do you run your meetings?

Group 1

How would you describe an inclusive meeting and what kind of behaviours and actions might you see?

Group 2

How would you describe the behaviours and actions where a meeting didn't feel inclusive?

CULTIVATING INCLUSION

Inclusive cultures

Social

- Inter-personal oppression
- Listening to other peoples perspectives
- Giving power to others
- Making other feel valued
- Collaborate to build strength in numbers
- Be an active bystander

Cultural

- Institutional oppression
- Ability to challenge systems
- Different voices are present
- Zero tolerance to harassment and bullying
- Adapting the environment
- Leadership role models inclusion

Individual

- Internalised oppression
- Emotional intelligence
- Self awareness
- Courage to speak up
- Understand different lived experiences
- Cognisance and bias

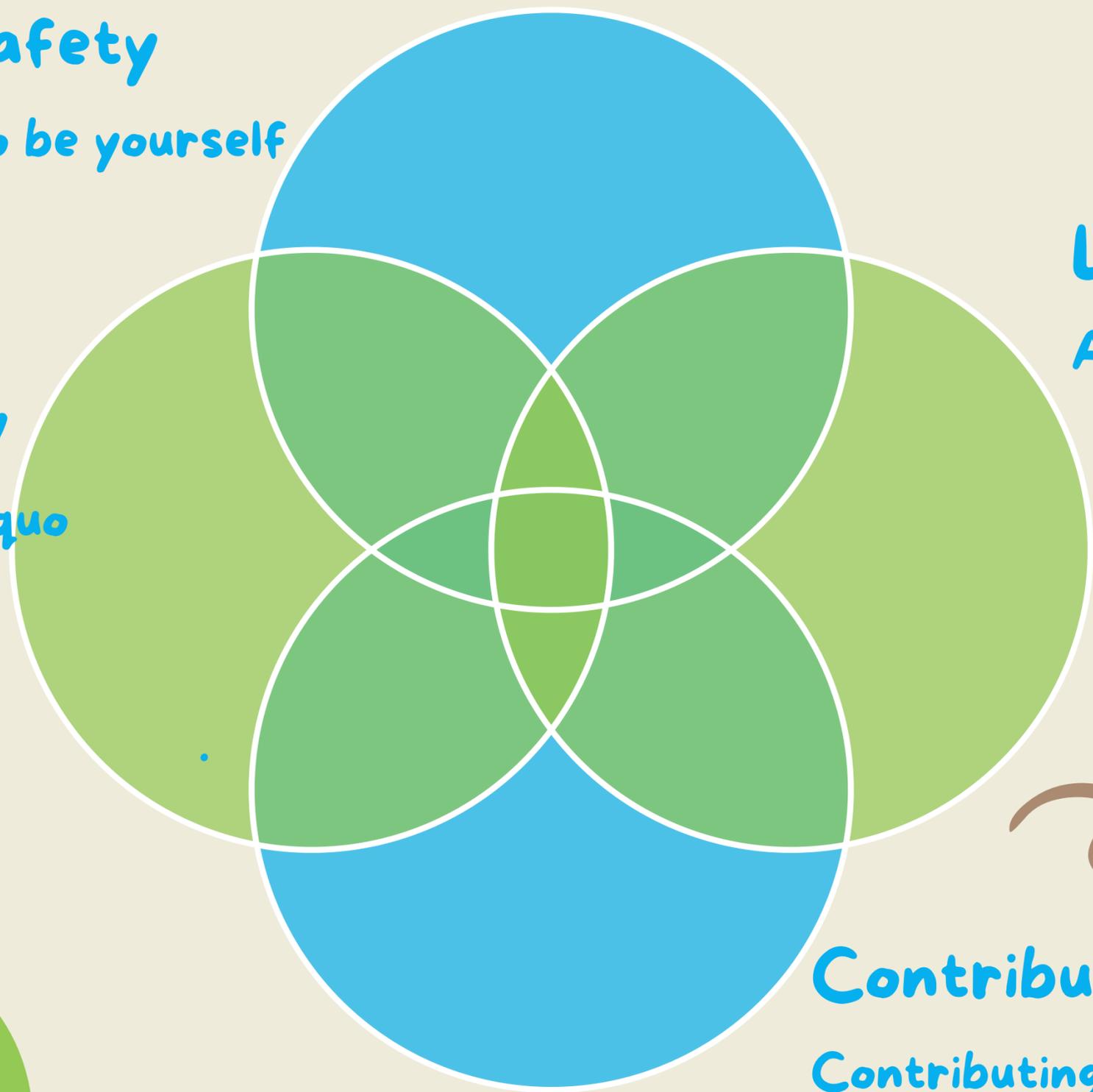
PSYCHOLOGICAL SAFETY

Inclusion safety

Feeling safe to be yourself

Challenger safety

Challenging the status quo
without fear of the
consequences



Learner safety

Asking questions

Contributor safety

Contributing ideas



How safe do you
feel?

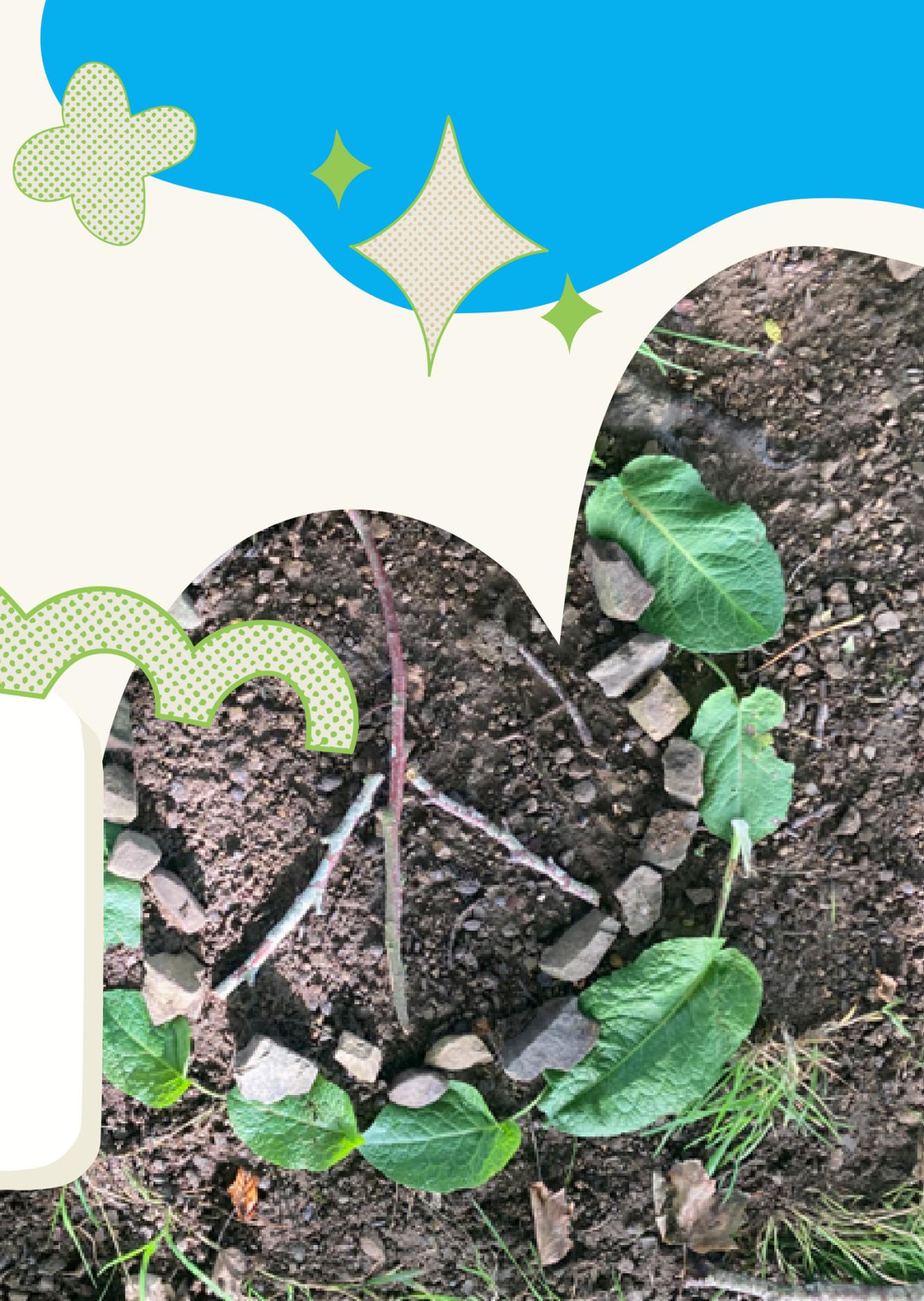


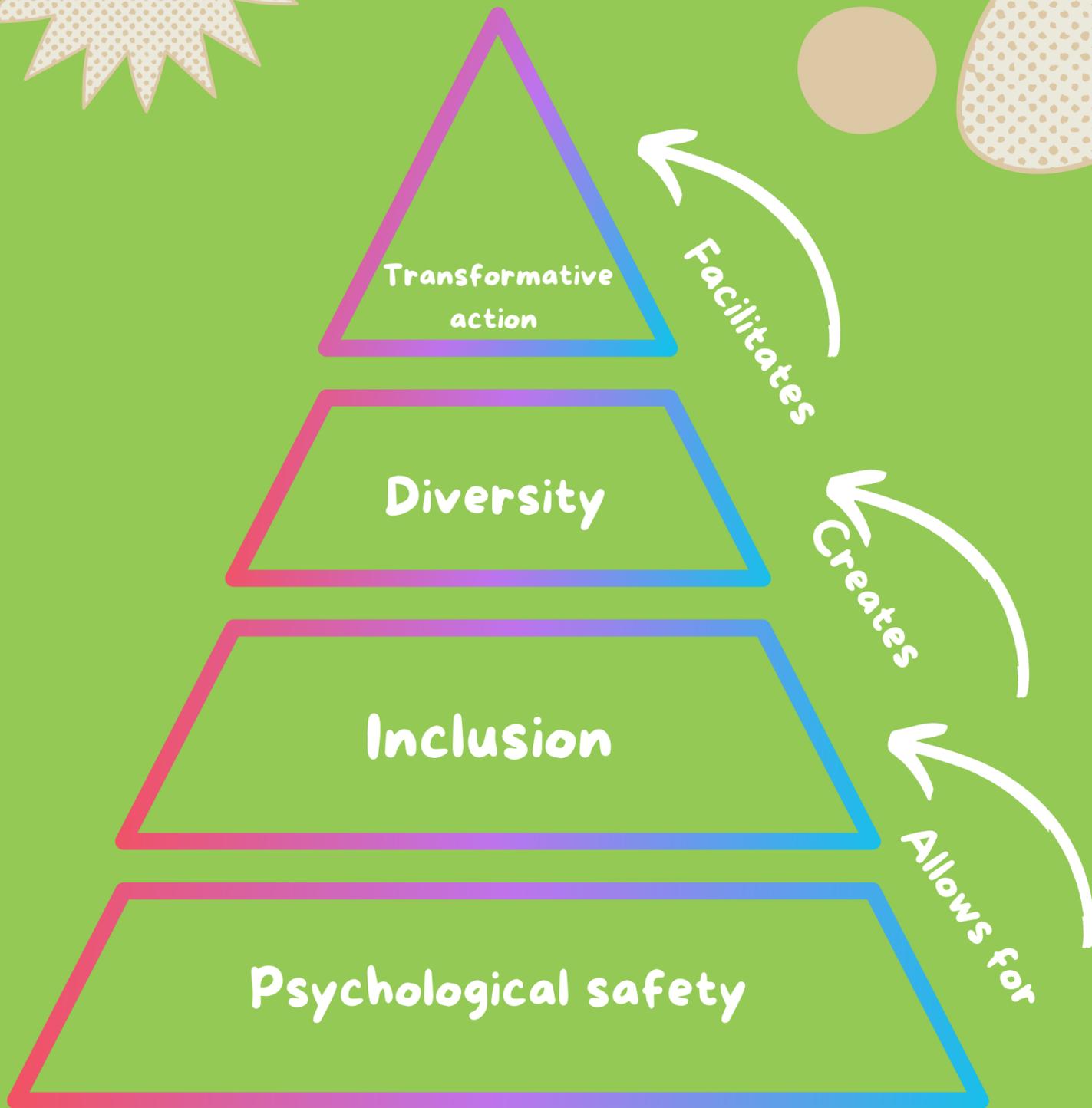
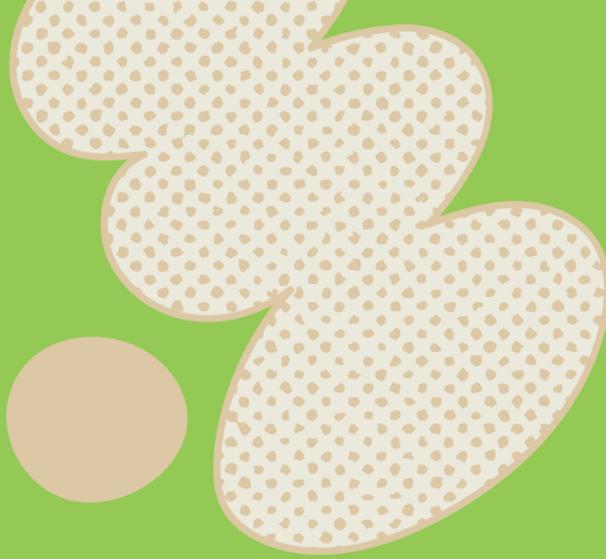
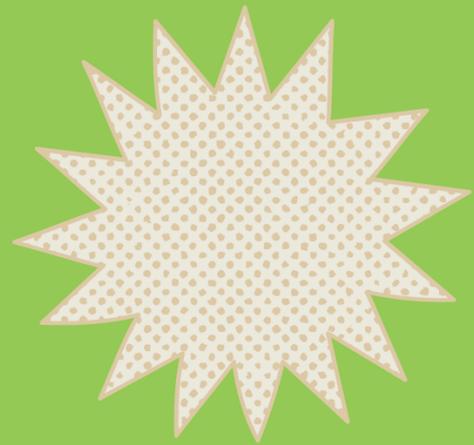


WHERE DO YOU
SEE YOUR OWN
SAFETY AT
WORK?

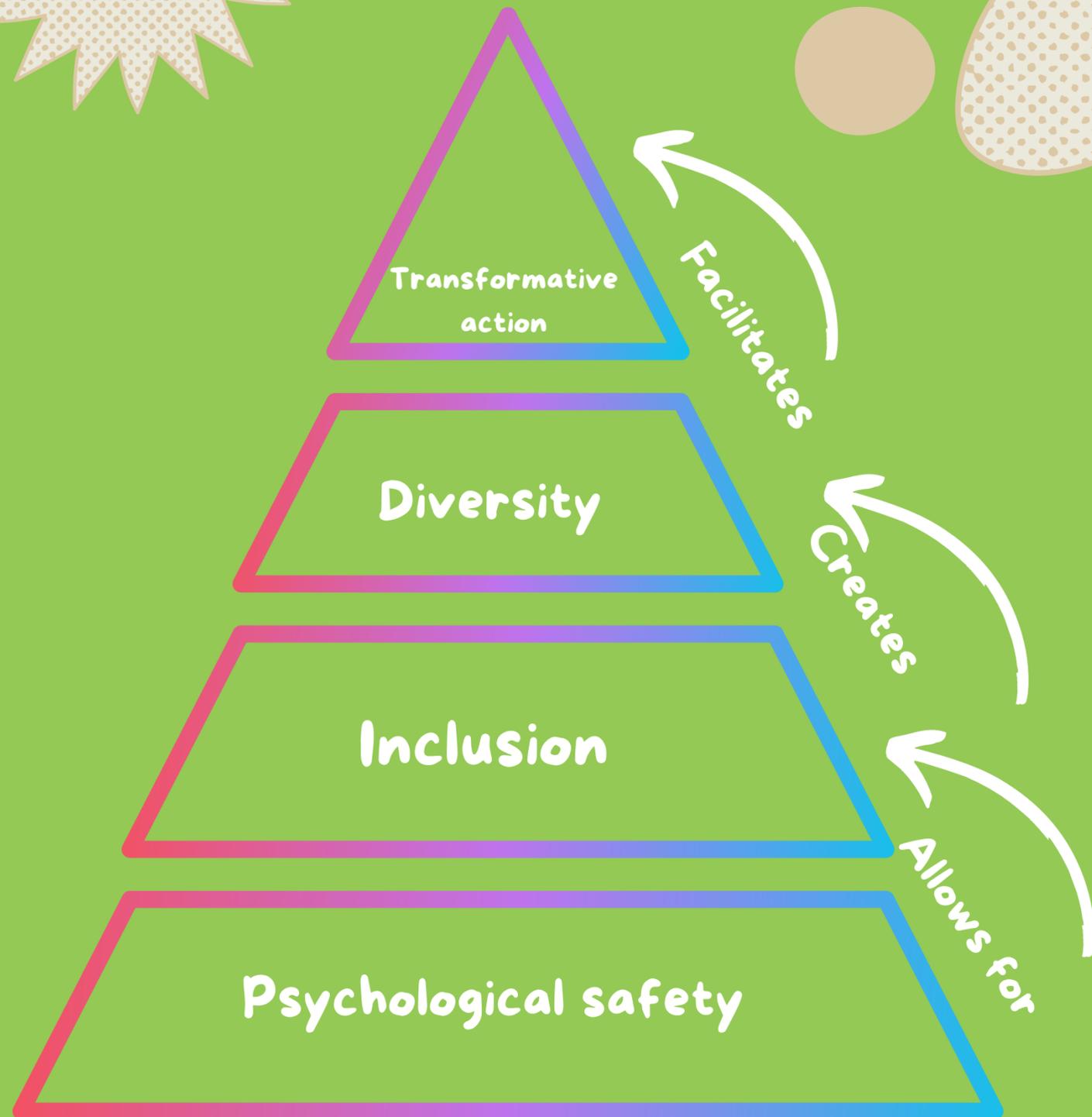
RECAP ON PSYCHOLOGICAL SAFETY

- Four stages of psychological safety— they are interconnected and build upon each other to create a strong foundation for a culture of inclusion
- It creates an environment where different voices matter
- Gives everyone the support and courage to speak up and be heard
- Adopting strategies that make others feel safe to contribute without fear or judgement





**HOW DO WE
TRANSFORM
CULTURE?**



What is our commitment to communities beyond our understanding?
Are we creating accessible services for disabled people?
Are we using inclusive language?
Do we have diversity in our thinking?
Who are we hiring/not hiring?
How trans inclusive are we?
How diverse is our board?
Our kit is not inclusive
How can we give better access to lower income families and refugees?
Are our services providing opportunities to people with limited English?
Are we educating our communities on gender based violence?
What are we prioritising?



Statement 1

'If we are seen to be prioritising one community group over another we are creating an unfair advantage that impacts negatively on others'

Statement 2

'My organisation is afraid to take action towards change because it wants to play it safe and avoid difficult conversations'

Statement 3

'Our staff and board do not reflect the communities in our neighbourhood. A lack of diversity can be a risk to good governance'

- Know what safety level you are at and build on it
- Understand your system and where you focus your energies to make the most impact
- Have a clear vision on what you can influence where
- Introduce ways of working that challenge traditional behaviours
- Build collaboration with others
- Communicate in a way that inspires action
- Take time to reflect for growth

RECAP ON STRATEGIES





INCLUDE IN NATURE

Thank you!
Next session
18th February @10am

Engaging Everyone: Tools for Inclusive Community
Participation