

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                                                                                                                                                                                                                                                                                                                          |                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Sounds like</li><li>• Feels like</li><li>• Looks like</li><li>• Origins</li><li>• Challenges</li><li>• Questions</li></ul> | <p>Inclusion for inclusion's sake 'I am aware'</p> <p>Compliance</p> <p>Policies in place</p> <p>Compliance and funding pressures</p> <p>A response to a cultural problem</p> <p>People not bought in</p> <p>Policies don't always lead to action</p> <p>Tick box approach</p> <p>What needs to be done?</p> | <p>Inclusion is our responsibility 'I take part'</p> <p>Obligation</p> <p>Inclusive participation</p> <p>Pressure from external stakeholders</p> <p>Can make majority group feel good while not actually giving up any power</p> <p>Minority groups become cynical and less likely to take part</p> <p>Who's taking part?</p> | <p>Inclusion is our strategy 'I belong'</p> <p>Engagement</p> <p>Inclusive governance and decision making</p> <p>Recognition that practices lead to exclusion</p> <p>Acknowledge that practices exclude others</p> <p>Existing leaders willingly share decision making power</p> <p>What power are you willing to give up?</p> | <p>Where does your organisation sit with this model of inclusion?</p> |





# 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

**Learner safety**

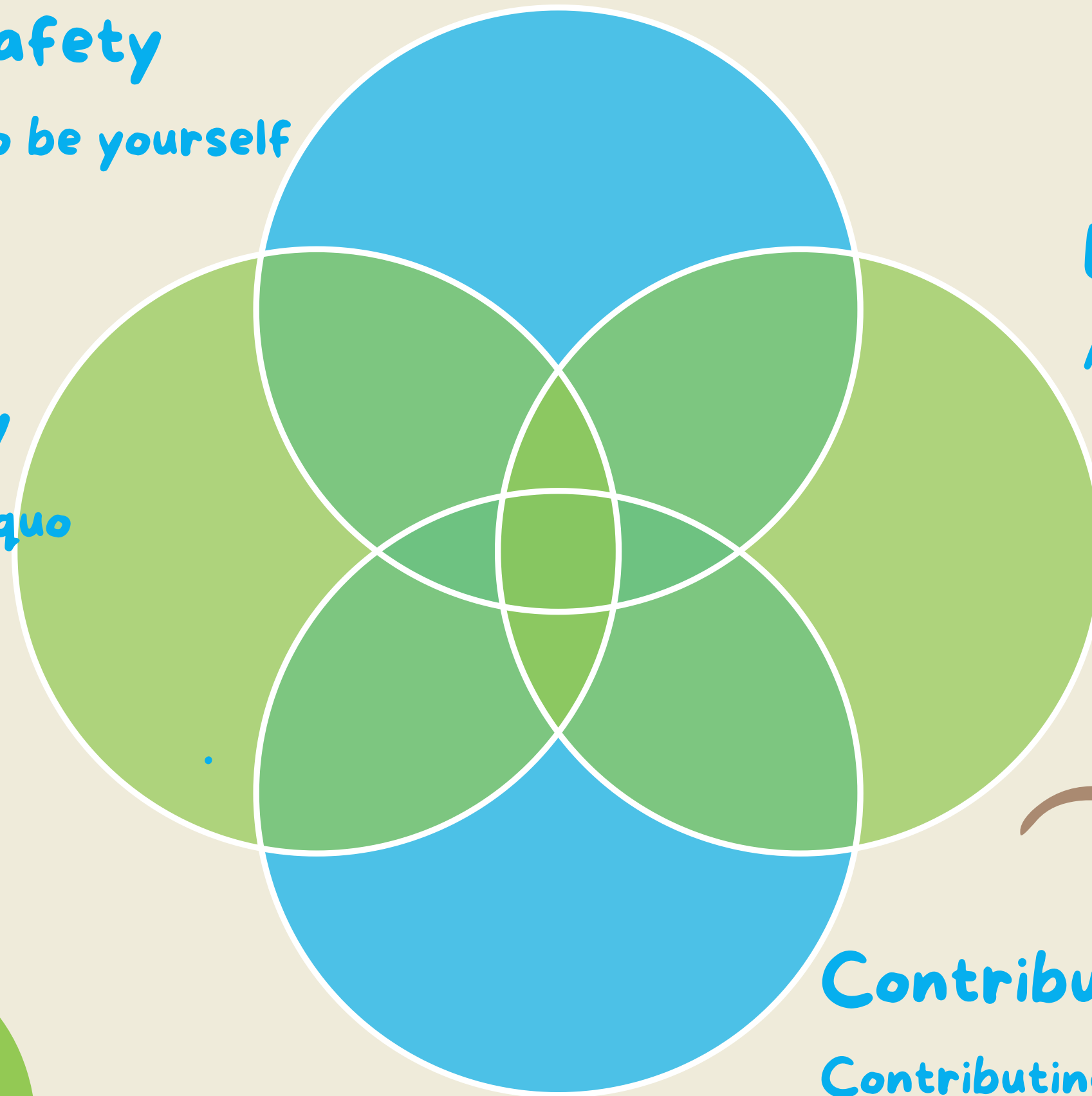
Asking questions

**Challenger safety**

Challenging the status quo  
without fear of the  
consequences

**Contributor safety**

Contributing ideas



How safe do you  
feel?



WHERE DO YOU  
SEE YOUR OWN  
SAFETY AT  
WORK?

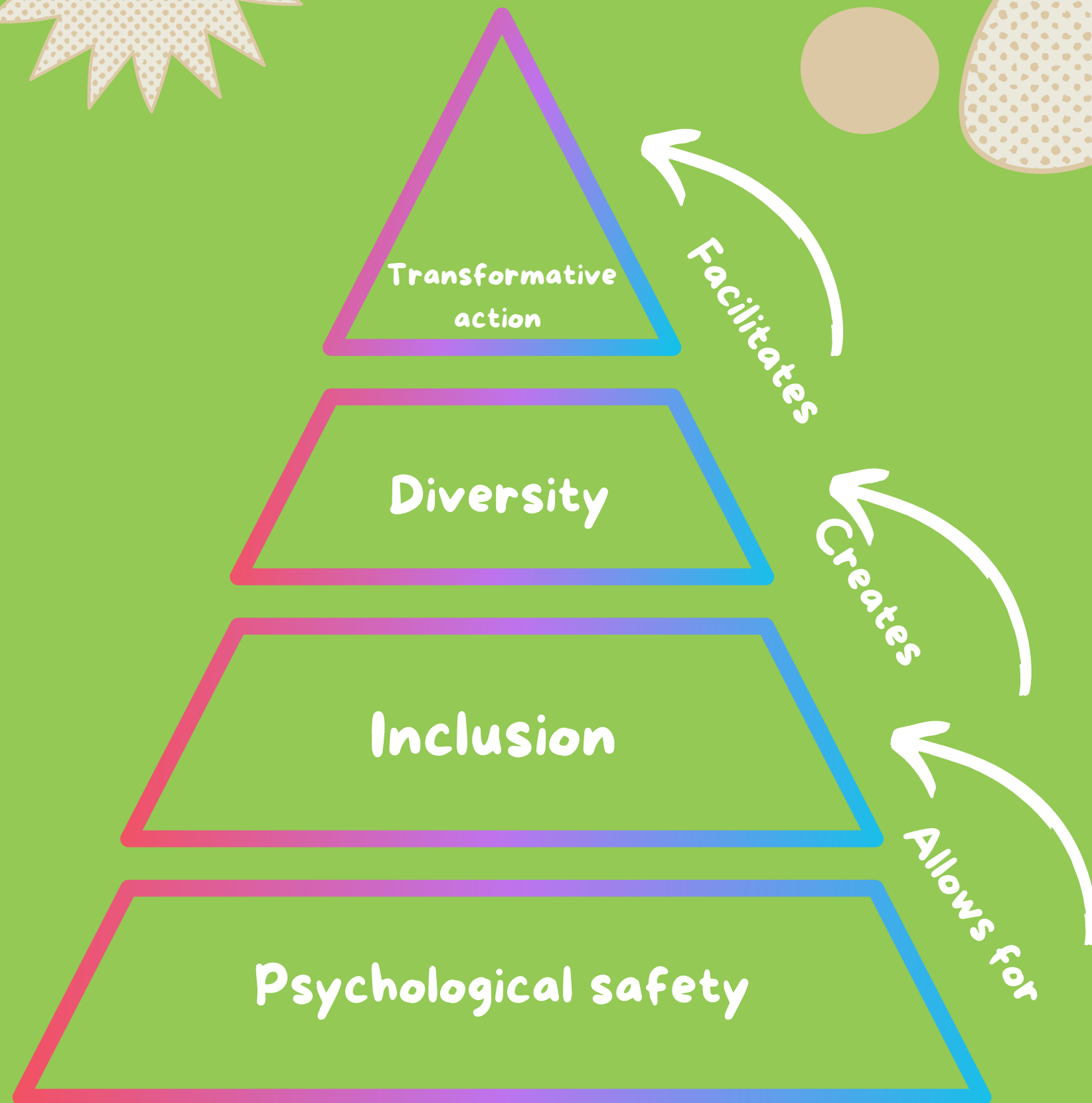


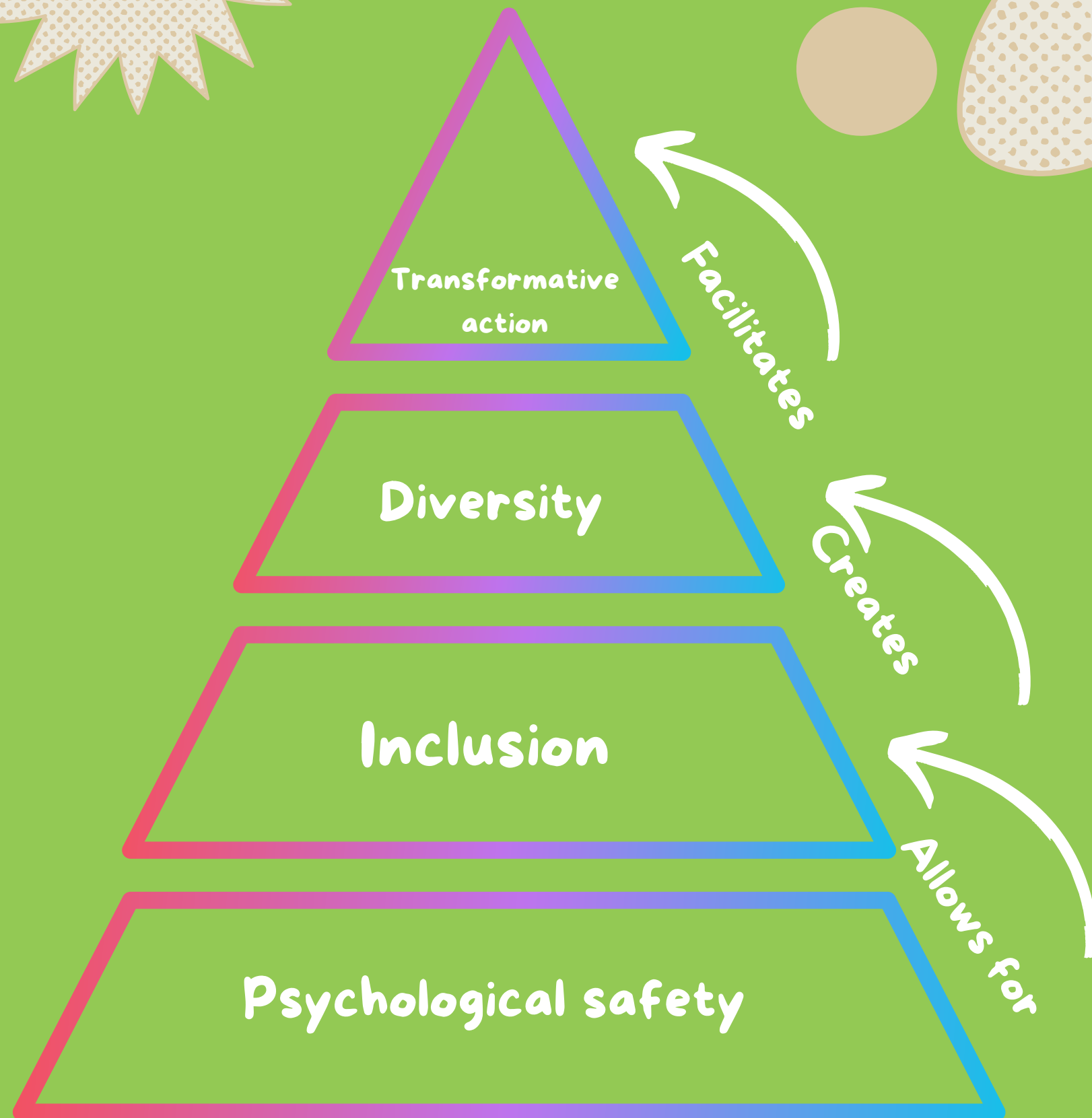
# RECAP ON PSYCHOLOGICAL SAFETY

- 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