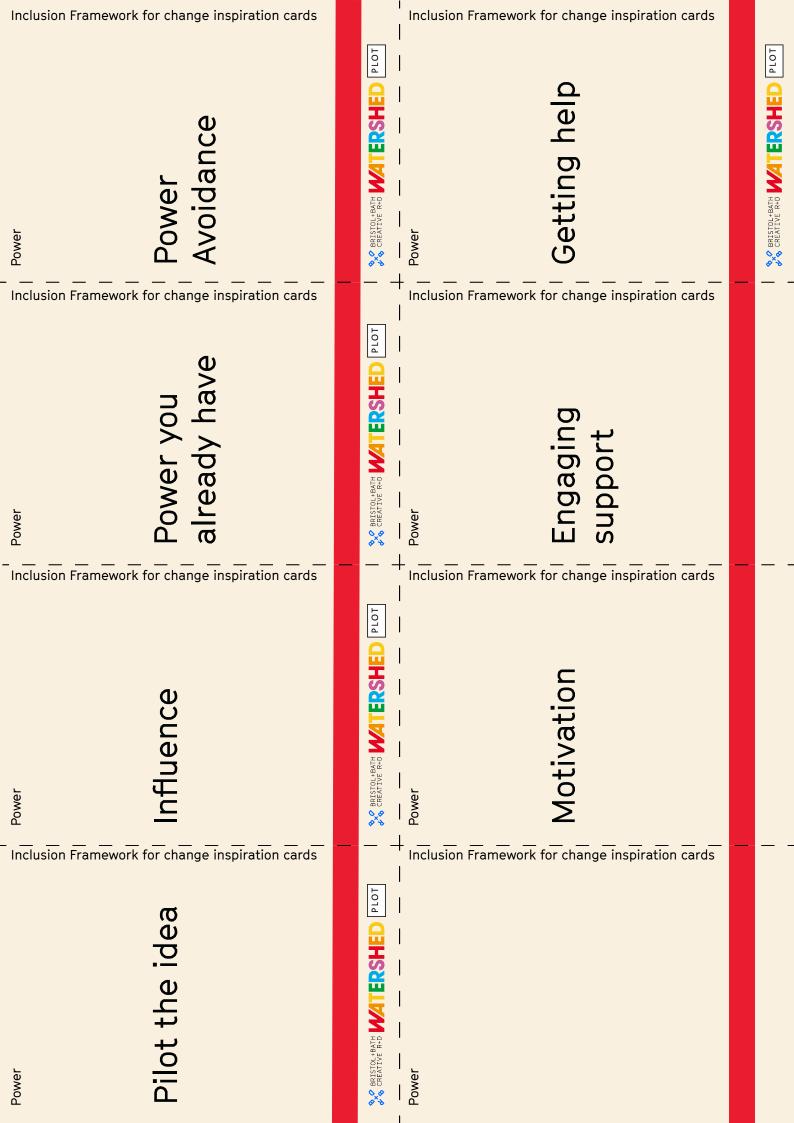


Cultivate communal and confidential networks Allow spaces for your team to vent safely.	To combat defensiveness Don't reply in the moment. Take time to feel and breathe through the bodies first emotional responses.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
It's okay to not get everything right first time Turn mistakes into learnings - offer training not disciplinaries.	Share failures as well as successes Host a F**K Up Friday where sharing lessons learnt is celebrated.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Hosting online mixed power dynamic events/meetings Try platforms like Sesh to see how much each participant contributes.	Hosting mixed power dynamic spaces Have independent facilitators for decision making processes.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Build working groups with differing levels of seniority Give everyone equal power in decision making.	Offer anonymised processes Use processes like online polls, suggestions boxes, anonymous email accounts to give everyone opportunity to contribute.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards

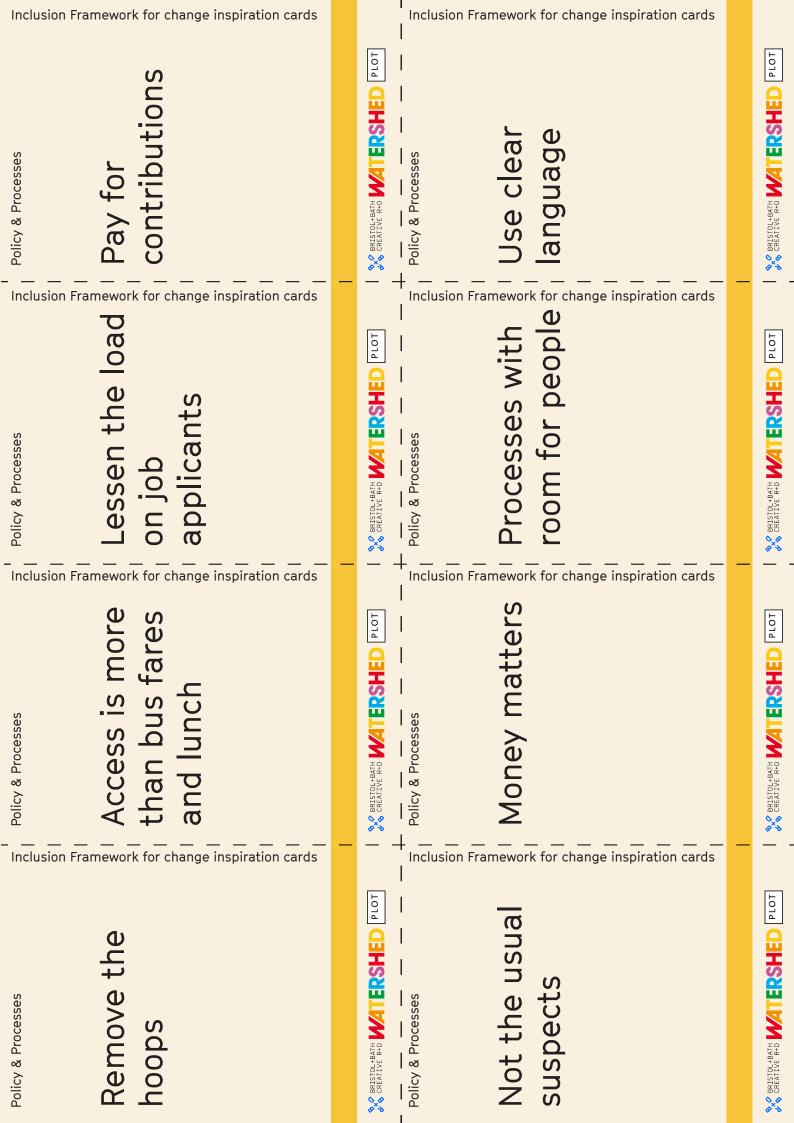


Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Do you have one person key champions or everyone responsible for inclusion?	Do we remove tech barriers enough for people we are targeting
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
How do you prepare your target audience or group to work with you?	Who does this project/programme /Process need to be accessible to? Who is it not accessible to now?
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
How do you carve out space for sharing learning?	How do we balance/move from gentle exploratory conversations into ones with legal language.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards

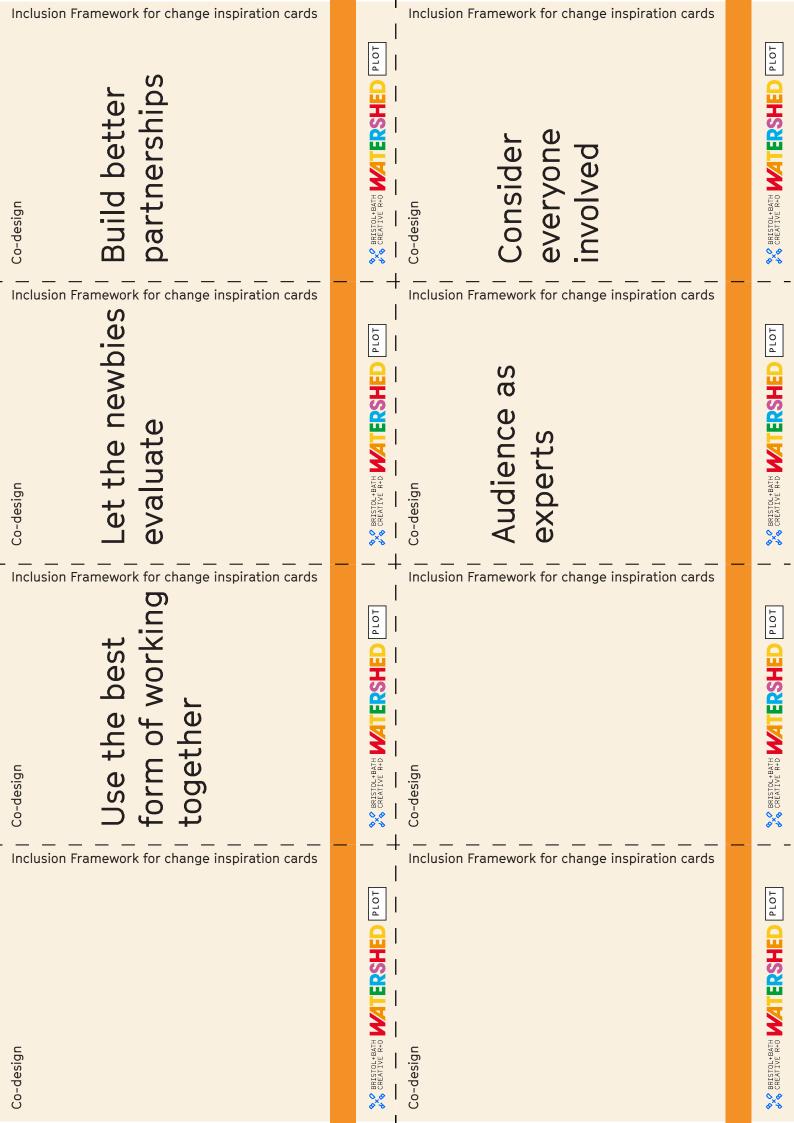
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Can you get senior support to make this idea happen? Who can you speak to who might be able to help you?	Watch out for power avoidance Recognise if you find yourself moving away from dealing with power difficulties.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Can you engage a particular group to support you in making this happen?	Notice and acknowledge the power you have. It might be more than you think.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
What motivates the person you need to convince? What are they excited or energised by?	Who can you influence who might support you in this work?
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
	Can you explore this idea in a small scale pilot until it shows how it will benefit people?
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards



Use clear language Try apps like Hemingway, Grammarly, Milkround for jargon decoding or Katmatfield for gender decoding call outs	Pay people for their contributions Make sure contributors are paid for their time & ideas and consider a pay scale that reflects people's circumstances.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Processes that make room for people Use access riders/manual of me exercises to grow a culture of awareness of individuals needs	Lessen the load on job applicants Try filling out your application forms yourself to see how long it takes
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Money matters Provide clear payment schedules so freelancers, participants and external people know when they will get paid.	Access needs beyond bus fares and lunch. Access support should also include people's hidden expenses (mobile data / childcare / subscriptions)
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Stop opportunities and calls from favouring the usual suspects Make it clear that life experiences are valid experiences in your selection criteria – like the experience of being a parent/carer.	Remove hoops that applicants have to jump through in your processes. Use processes like random selection and anonymisation in your call outs to reduce wasted applicant time and limit human bias
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards



Thoughtful Everyone should know why they are in the room or around the table Think about your stockists and suppliers. They are partners too.	Build better partnerships Host a start-up meeting which establishes shared values when working with partnerships and collaborators.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Learn from others Invite your intended audience in as paid experts in their own lives-do it sooner rather than later.	Learn from others Ask your newest team member to evaluate your oldest programme.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards Learn from others Co-design, collaboration and consultation are all different things - use the right one for you.
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards
Inclusion Framework for Change Inspiration Cards	Inclusion Framework for Change Inspiration Cards