An Inclusion Framework for Change

Overview

WATERSHED  X  BRISTOL+BATH CREATIVE R+D  PLOT
OVERVIEW OF THIS FRAMEWORK

What is it:
This framework is a starting point for building your own inclusion strategy.

What isn’t it:
This is not an inclusion best practice playbook, or a directory of approaches.

Who it’s for:
People, teams or organisations running projects that engage with the outside world.

Why use it:
No matter how big or small, using this framework will enable users to locate where, when and how you can increase equity in any project.

How to use it:
The framework is split into 8 stages. Each stage has somethings to consider. This is best done in mix power teams.
WHAT’S IN THE FRAMEWORK KIT?

- This overview
- Workshop Guide
- Inclusion Inspiration Cards
- Worksheets
THE FRAMEWORK

**INTENTION**

What are you trying to achieve / do in your project?

**AUDIENCE**

Who are you doing this for now? Who is missing/who would you like to do this for in the future?

**TOUCHPOINT**

What are the moments in which people ‘touch’ your work?

**IDEA**

What actions could we take that speak to our intentions and resonate with our audiences?

**POWER**

What power do we have / need to make change?

**CAPACITY**

What capacity do we have / need to make change?

**RESOURCE**

What resources do we have / need to make change?

**ACTION**

What will we do to make change? If we can’t do X then can we do Y?
You have permission to start small, and to keep going through this process as many times as you need.
SETTING INTENTIONS
Prompts
• What are you trying to achieve?
• Whose perspective are you prioritising?
• What does success look like organisationally / personally?

IDENTIFYING AUDIENCES
Prompts
• Who are you doing this for?
• How do you know they want it?
• Do they want it from you?
• Who are you not (yet) working with?

IDENTIFYING TOUCHPOINTS
These could be:
• Workshops & events, recruitment, inductions, building layouts, activity callouts, marketing campaigns, evaluation, skills development, training programmes..
IDEA

Time to get inspired

Have a look through these links to find inclusion ideas that inspire you.

Inclusion Cards

Here are some Inclusion Cards to help generate ideas.

The cards are split into 4 themes:
- Messy Human Stuff
- Tools
- Policy+Process
- Co-Design

Side 1 suggests an approach
Side 2 suggests an action or question

Inclusion Action Research

Here are inclusion blogs from Bristol+Bath Creative R+D’s Action Research.

They are in three themes:
- Inclusive Governance
- Inclusive Spaces
- Inclusive Communities of Practice

Inclusion Approaches

Here are some inclusion ideas, approaches and conversations we’ve gathered from around the internet

LINK TO ACTION RESEARCH
LINK TO INCLUSION APPROACHES
LINK TO INCLUSION CARDS
POWER

Power is a key element in making inclusion happen. Considering what you can give and what others can give you will help you to explore how you can get past any blockages.

- what power do you have?
- what power do you need for action?
- what power can you share?

CAPACITY

Capacity refers to your workloads, time and lived or professional experience to carry out a given action. It can also refer to the change your organisation is motivated towards, and your physical, mental, and emotional capacity to create change.

RESOURCE

Resource refers to the things we need to enact our plans. This could mean work hours, budget, extra support and expertise, equipment, etc. Make the phrase useful to you.
Step 8

What will you do to make this happen?

Things to consider:

● If you can’t do X can you do Y?
● What can you do right now (small wins)?
● What can you do later with a little bit of planning?
● What seeds need to be planted to make big changes in the future?
● Who is accountable for change?
● Who is assigned to which task?
● Put real dates of action in your calendar

‘Nothing changes if nothing changes’
WANT MORE?

Workshop Guide
Here is a guided document to help deliver this as a workshop

Talk with us
Want support to deliver this to your organisation, team, or project? Email for a follow up chat.

EMAIL US

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