

Opening Doors for Inclusion & Equity: Basics in Best Practices

Successful organizational efforts depend on ensuring a readiness to embrace inclusive practices – on identifying barriers to and opening doors for inclusion and equity. Put a check in all of the boxes that apply to your organization. What are the easy steps you can take to ensure inclusion and equity are the norms? What will require the most effort? Where will you start?

BARRIERS TO INCLUSION

Relationship building and buy-in

- No investment/engagement at the top.
- No or limited engagement at other levels.
- “Outreach” is self-serving

Definitions/case statement

- Confusion, defensiveness and/or silence about what it means to be inclusive.

Information gathering/assessment

- Decisions are made based on assumptions and with limited input from diverse stakeholders/ groups of people.

Plan (strategy and action)

- Inconsistent directives and follow-through on new initiatives; no plan of action.

Professional development

- No or ineffective training/professional development.
- No substantive changes to systems and practices on the basis of new information.

BEST PRACTICES

Relationship building and buy-in

- Diverse representation and inclusive behavior modeled from the top down and supported across the organization.
- Cross-cutting relationships are authentic and mutually beneficial.

Definitions/case statement

- Shared definitions and understandings of key terms like “inclusion” and “equity;” written philosophy or case statements.

Information gathering/assessment

- Decisions include input from inclusive groups of stakeholders; ideas from all levels are encouraged. Culture and practices are systematically assessed.

Plan (strategy and action)

- A clear and detailed plan with strategies, goals and objectives to guide sustained action is in place and followed.

Professional development

- Professional development opportunities offer accessible ways to build awareness, knowledge, skill and action to diverse learners.
- Implicit bias is addressed at individual and organizational levels.

OUR PRIORITIES: