**Have a More Diverse and Inclusive Culture with This One Practice**

Please make a copy, or print, this worksheet, and be ready to use it for your own reflection during our session

JUMPSTART REFLECTION

- What are the EDI goals in your community?
- What are your personal commitments to inclusivity and belonging?
- What are your organization's commitments to inclusivity and belonging?

ONE PRACTICE: ASK INCLUSIVE QUESTIONS
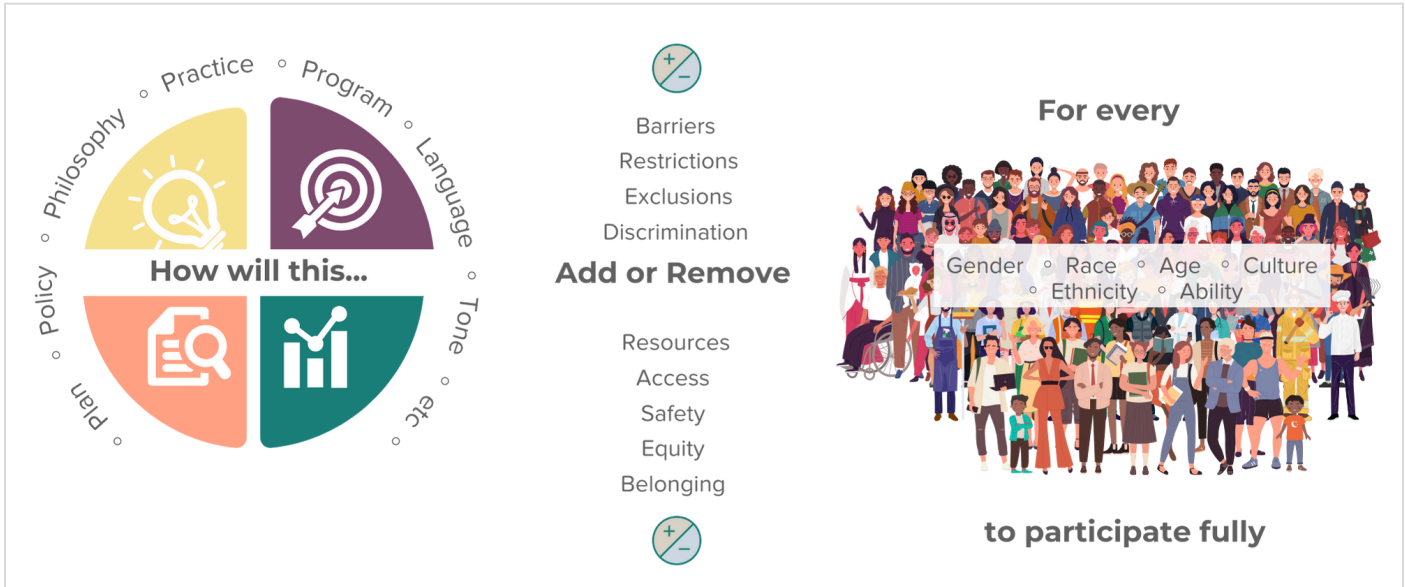
How Will This	◦ Plan ◦ Approach ◦ Policy ◦ Philosophy ◦ Practice ◦ Program ◦ Language ◦ Tone ◦ etc
Increase/add or Decrease/remove	◦ Barriers ◦ Restrictions ◦ Exclusions ◦ Discrimination ◦ isolation _and/or_ ◦ Resources ◦ Access ◦ Safety ◦ Equity ◦ Protection ◦Belonging
For or on the basis of	◦ Gender ◦ Race ◦ Age ◦ Culture ◦ Ethnicity ◦ Ability _and/or_ ◦ Safer environments ◦ Social interaction ◦ Participation

IMPLEMENT THE PRACTICE

- What are the principal problems?
- What inclusivity gaps exist?
- What are your questions to ask?

ADDRESS OBSTACLES

SAFE or BRAVE

- What would feel hard for you to say?
- What situations do you feel unsafe in?
- What situations do you feel safe enough to speak up in?
- What situations do you feel brave enough to try new things in?

POWER and PRIVILEGE

- What positions of power do you currently have?
- What positions of marginalization do you currently have?
- When do you feel you have less power? When do you feel you have more power?
- How can you support others when you have more power?
- How can you get support when you have less power?

COMMITMENT AND ACTION

- How can you support others when you have more power?
- How can you get support when you have less power?
- What steps would you need to take in order to implement this (or another EDI serving) practice?