# @PATRICIAREALINI

# The Path to Intentional Inclusiveness

Who is this model for? People Teams

















### Unintentional Ignorance

Ignorance might not be explicitly or intentionally malicious. But it can be harmful and destructive.

Intent does not equal impact.

When you are unintentionally ignorant, you are uninformed and unaware of the perspectives and experiences of others and how your words or deeds impact others.

#### **Awareness**

Self-Realization: You see or hear something that makes you realize a certain behavior is exclusionary.

Assisted Realization: Someone else helps you see or hear something to make you realize a certain behavior is exclusionary.

Once aware ... you can choose to advance, or stay put. But you can't go back. You can no longer act out of ignorance. If you do not advance to understanding, it is by choice—and you are choosing to exclude.

## Understanding

You understand why a behavior is problematic. You know how a word or deed can hurt, and why.

### **Greater Effort** Greater Risk **Greater Impact**

& Actions may also come between awareness and understanding, but are most powerful when they emerge out of understanding.

## Action

Actions taken here aim toward intentional inclusiveness:

Stopping exclusive behavior

Seeking knowledge to deepen understanding

Developing skills to support inclusive efforts

Speaking up/advocating for others

Examining practices and habits for exclusionary behavior

Working to change exclusionary practices and habits

Examining policies for exclusionary effects

Changing policies toward inclusiveness

Advocating for organizational change

Seeking opportunities to make the culture more inclusive

### Intentional **Inclusiveness**

You enjoy the benefits of an inclusive culture:

Satisfied employees

Loyal employees

All voices heard, included, and respected

Better communication

Better productivity

Increased trust

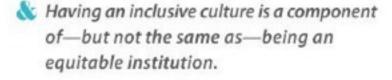
Better teamwork

More innovation

More creative problem solving

Improved effectiveness

Increased retention





## OPEN SOURCING MENTAL ILLNESS

PROJECT INCLUDE

THE MOUSE + THE ELEPHANT

IJEOMA OLUO'S "SO YOU WANT TO TALK ABOUT RACE"

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Intentional

Inclusiveness

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& Having an inclusive culture is a component of-but not the same as-being an equitable institution.



