



24 POSSIBLE WAYS TO BE MORE INCLUSIVE WHEN FACILITATING

CO-PRODUCED WITH THE RBCS NETWORK

1

Inviting people to take part in exercises

2

Take the time to really look and listen to people

3

Ask people what they need and make time for people to share privately if they can't ask in front of group

4

Appreciation and acknowledgement – of people. At the true heart of inclusion is compassion

5

Don't get stuck try different approaches each time – explore different techniques

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Being kind and civil

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Open and honest sharing of personal experiences

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Being curious

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Allowing preparation beforehand

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Have open honest conversations

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Don't judge others and don't judge myself

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Thinking spaces to write things down before going into break out groups – preparation time



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13

Really listen to what participant's bring during SSA and check in

14

Adaptable

15

Check in and ask- don't assume

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Overall structure of the session in advance (so people can be aware/prepare and not be caught off guard and feel pressured to give an answer)

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Build in thinking time

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Listen to what people are sharing meaningfully

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Acknowledge differences

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Asking for what I need

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Open to change

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Thinking about RBCS that when our Threat systems are stimulated / triggered it is really hard to be present / learn

23

Allow people to have the experience their having, rather than impose or expect a particular experience/result on people

24

Embrace the difference in the group by harnessing the different skills and talents and perspectives