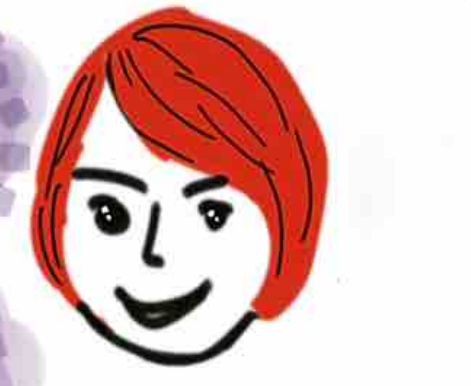


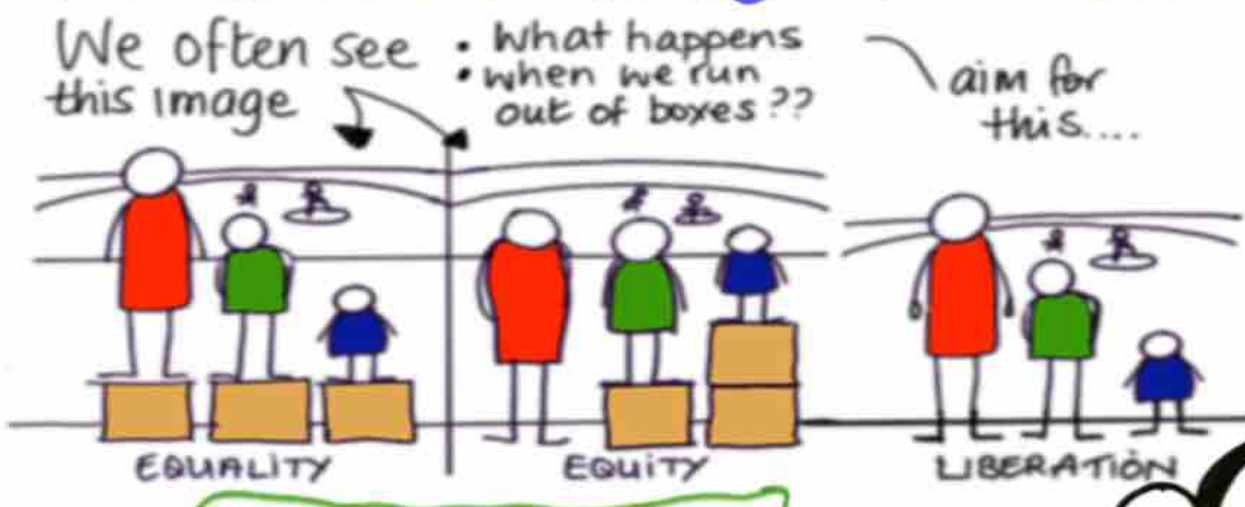
# HOW TO DEVELOP A CULTURE THAT PROMOTES INCLUSION

October 9th 2020 #CollaborativeNW

Deborah Davis



MD NHS  
NW Leadership Academy



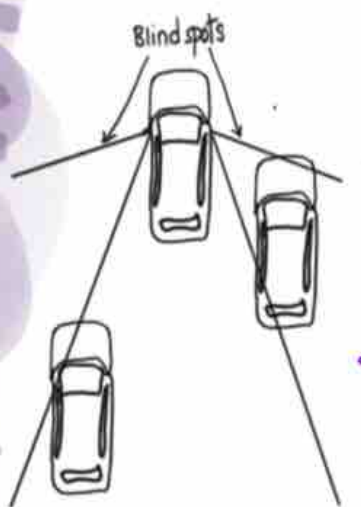
TREATING PEOPLE LIKE INDIVIDUALS; THAT IS NOT TREATING THEM ALL THE SAME!  
ALLY = WORK TOGETHER FOR CHANGE  
LISTENED & NOT JUST HEARD

OWNING YOUR PRIVILEGE  
SEEING A WOMAN SHUT DOWN IN A MEETING & YOU CALL IT OUT AND BRING HER BACK IN.

PRIVILEGE  
Is this conversation uncomfortable frame it in an understandable way

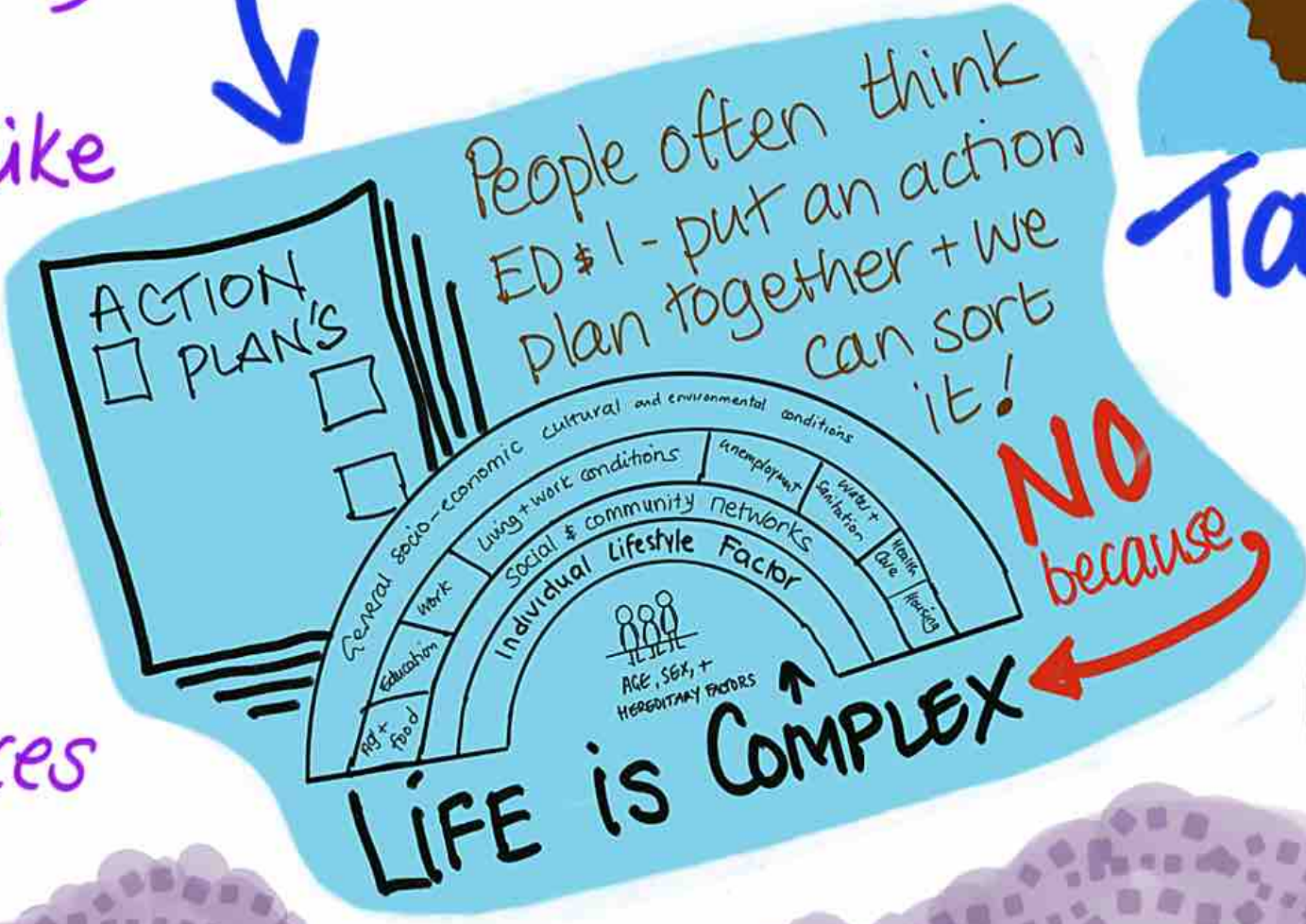
NEED TO UNDERSTAND INTERSECTIONALITY

Absence of experience



We need to make an effort to deliberately see because; think about it like cars.....

Cars have blindspots no matter how much you look in mirror you will miss things - so be aware & look at others experiences & VIEWS



#BLACK LIVES MATTER

Don't issue a statement if you don't have an action & don't just do an action plan ... it's a call to action!!!

Tara Hewitt



Check your networks

- List 1: Who are the 3 people you trust at work & are comfortable talking freely with
- List 2: 3 people you would invite to a leaving do/meal - not same as list 1
- List 3: 3 others you may take time to say hello to or ask how they are doing - not from list 1 or 2.

CHECK

- How many BAME?
- How many LGB?
- How many Trans people?
- How many are muslims?
- How many are disabled?
- How many share your gender?

INTENTIONAL CONVERSATIONS REFLECTING ON SELF  
CHALLENGE THIS IF YOU HEAR IT  
SELF REFLECTION

Disrupt your internal conversation widen your circle of trust

Understand your own core values  
recognise & adjust your lens

MICRO-AGRESSIONS



Challenging expertise & knowledge

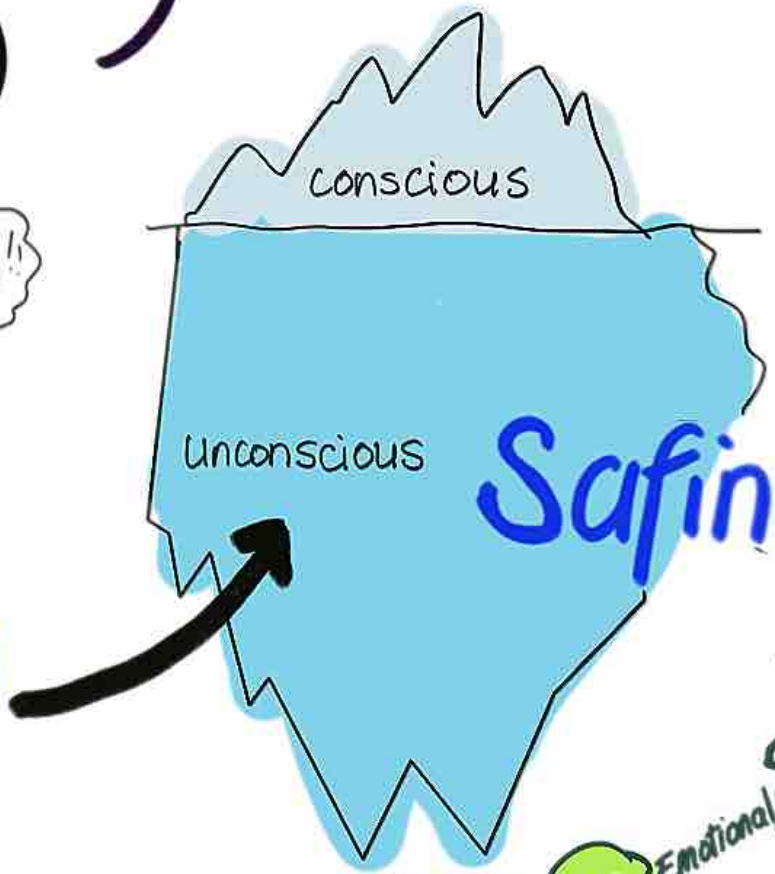
MICRO INVALIDATIONS  
Not acknowledging some peoples work

Being aware of blindspots + make conscious + intentional efforts (i.e) room full of white people not representative? They might be you need to raise the question & ask.

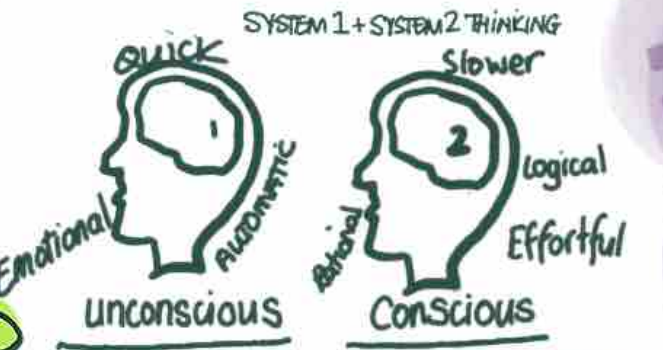
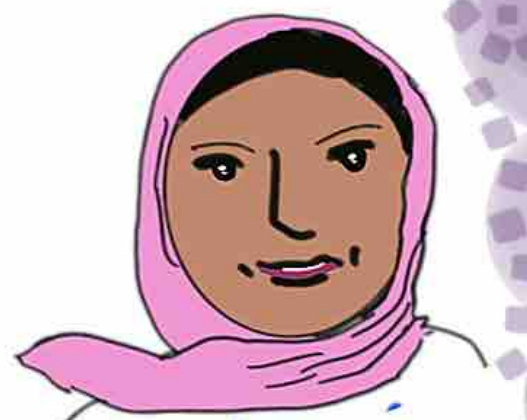
Women being shut down in meetings.....

"be the example"

step in, note it, and bring them back into the conversation.



Safina Nadeem



Is everyone treated with respect?  
are some people given more info than others?  
Is everyone treated equally?  
Is everyone's point of view appreciated?  
Does everyone feel valued?