

WHY

Your inclusion process has already started by checking our website and opening this document :-)

Welcome !

Our struggle to eliminate the violence of discrimination or exclusion in our human relationships deserves an approach that is positive, and an intention that aspires to real cultural change. How do we get closer to genuine connection while embracing our differences?

Let's discover what is already happening for you, and how you want to grow in awareness and action. In this document you will find questions to reflect on, to help design your own inclusion process, or to prepare the content for a meeting in which we will design your process together.

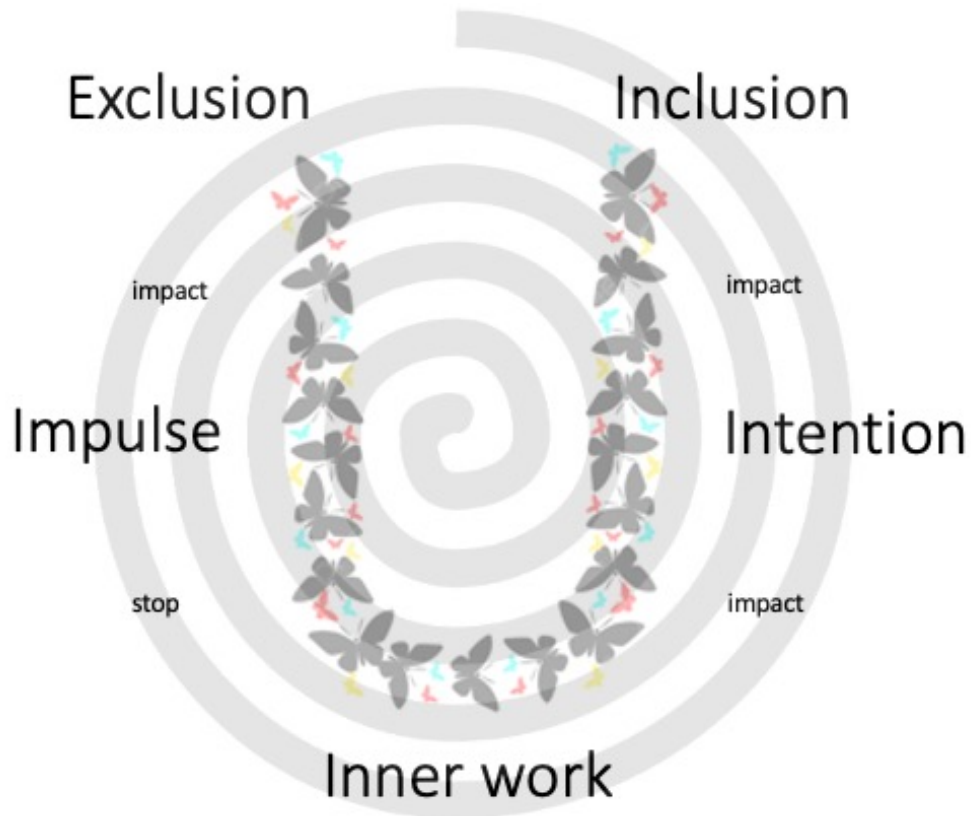
CHECKLIST

- You and your organization's leaders genuinely want to work towards inclusion, with the awareness that privileges will be challenged.
- You and your organization's leaders are willing to learn about existing power dynamics that lead to exclusion, and to acknowledge the organizational and personal boundaries that limit full inclusion.
- You and your organization's leaders are open to reinforce the internal communication flow and feedback culture between the directors, managers, staff and other people impacted by this process.
- You and your organization's leaders are into personal development, cultural change, surprising impacts, dealing with tensions and frustrations, and innovative outcomes.

QUESTIONS TO REFLECT ON WITH YOUR TEAM

Factors that impact the inclusion process, and which you could discuss with your team or with us during an Analysis or Consult meeting:

- What kind of group and organization are we in terms of learning and managing change? Mainly rational and science-oriented? Into exploring how to deal with tensions and emotions at work? Familiar with emotional and somatic work? Experienced in conflict-resolution? Tendency to focus more on products, on people or on processes?
- Which structural discrimination issue is most present in our working environment? Racism? Gender? Ableism? Ageism? And what would be our priority to start with?
- How often do we mention or discuss the boundaries of our organizational framework and business objectives that impact our capacity for inclusion?
- Are we at ease with questioning and discussing the existing formal and informal power dynamics and authorities in our team and organization?
- Which kinds of support is available to our people? How far can we go in offering coaching and guidance internally and/or providing external orientation?
- What can we expect from our people in terms of personal commitment, development and growth? What does this mean for the pace of our inclusion process?



We hope (some of) the questions above have inspired you to choose the right priorities and the right pace for you and your organization.

We can also imagine that all those questions are not easy to answer, and that it might need time, dialogue and other practices to feel into what working towards inclusion means in your context.

Options for support

- You are very much invited to join us in a free online Inner Work practice session to gain clarity and to know that you are not alone in this process. Dates, times and registration link are on the Resilience Movement website: <https://resiliencemovement.eu/free-groups/>
- Of course you are also very welcome to ask for more specific support, and organize a meeting or group session with us. On www.firoafacilitation.com you'll find several possibilities.

*We are looking forward to meeting you and to be your ally
or partner on this challenging and wonderful journey*