Being Inclusive

How do my unconscious biases undermine inclusion? How do I constructively challenge those who are creating an exclusive environment? In this session, participants explore their role in creating a more inclusive environment through practical techniques they can use every day. With a clearer understanding of the relationship between diversity and inclusion, and its impact on wellbeing and business results, participants leave the session with the clarity and confidence to take meaningful action. This session is not about policy or legislation, but about the everyday behaviours that shape an inclusive culture.

Learning Objectives

- Participants understand the relationship between diversity and inclusion, and the positive impact of an inclusive environment on individual wellbeing and business results
- Participants recognise the role that each of us plays in building inclusion - identifying the barriers that can get in the way, and how to overcome these
- Participants learn techniques for challenging exclusion in a way that fosters learning rather than creating defensiveness

Learning Outcomes

- Participants are clear on what inclusion means, why it is a necessity, not just a nice-to-have, and understand their responsibility in creating an inclusive environment
- Participants can identify how and where their unconscious biases could threaten inclusion, and develop a conscious action plan to address this
- Participants are confident in speaking up when they see exclusive behaviour, knowing how to tailor their approach to the needs and complexities of each situation

The Session

We begin by exploring what inclusion means and how it balances our need for individual identity with our need to belong. Participants consider the factors that can threaten both, including unconscious bias (such as favouring people who are more like us) cultural norms, in-groups and out-groups, and a lack of awareness.

We very rarely set out to exclude, yet all of us can do so unintentionally, especially when operating on autopilot or under pressure. This session gives participants the opportunity to recognise where this happens, increase collective awareness, and agree practical ways to respond. A key theme is how we can help one another recognise behaviours we may not see in ourselves.

Many participants have witnessed exclusive behaviour and remained silent, often because they felt unsure how to respond. Concerns about getting it 'wrong' or making the situation worse can make speaking up difficult. This session explores practical approaches that build the confidence and psychological safety to act constructively in support of everyone involved.

Participants leave equipped to recognise exclusion, challenge it constructively, and play an active role in creating a more inclusive environment.

