



## What does it mean?

- **I respect individual differences** - Accept diversity of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- **I embrace and include** - Move beyond tolerance to celebrate the rich dimensions of diversity.
- **I am mindful** - Use language and expressions that avoid stereotypical remarks & challenge those made by others.
- **I recognize equality** - No one individual, culture or group is superior to another.

Do we have to like everybody? No... but we can make a conscious effort to respect one another and do no harm to those whom we may "like less" thus preserving the dignity of all!



# *Be Inclusive*

Looks like:

Sounds like:

Feels like:



# Be Inclusive

## Looks like:

- Being aware of diversity
- Acknowledging differences
- Reciprocating respect
- Everyone is included

## Sounds like:

- Dignified conversations
- Respectful communication
- Trying to learn something from others
- Showing interest and appreciation for the culture and background of others
- Standing up against prejudices and racist attitudes.

## Feels like:

- A safe environment
- Supportive
- Patience
- Being Open-minded
- Acceptance
- No stereotyping
- A lack of bigotry



# Be Inclusive

## Discussion Starter Questions:

Discuss each statement as a whole class or have the students share their thoughts with a partner first and then briefly discuss as a whole class.

- If you are in a group and you witness someone being left out, what does it look like? Sound like? Feel like?
- Identify a specific time when you failed to include someone. How did that impact the other person? What were the consequences for you?
- How do you feel when someone or a group leaves you out? Do you let them know? How? What do you say?
- How do you show someone that you really want to include them? What expressions do you use? What non-verbal behaviors do you show?
- In *Healing the Heart of Democracy*, Parker Palmer says: "The civility we need will not come from watching our tongues. It will come from valuing our differences." Do you agree? Disagree? Why?
- Do you have a friend of a different background, age, and interests? What do you value about this relationship?
- Often someone on the 'outside' can become a target. When does fun and joking around become teasing and bullying?
- What advice would you give a friend who says he/she wants to quit an activity (say piano or gymnastics) because his/her friends are saying it is 'uncool'?
- What do you believe the secret is to being 'popular'? Might it mean being the kind of friend you would like to have: respectful, fair, supportive, caring, trustworthy, and kind?

## Situations to Discuss:

- You are going to the movies with a friend. When you suggest that a classmate new to the school be invited, your friend says, "I'd rather just the two of us go." You would like to include the new classmate; you believe it is someone you and a friend have a lot in common with and could really like. What do you say and/or do?
- While you are in a small group conversation among peers some of those peers selectively ignore others in the conversation. What do you say and/or do?
- You are with a group of students at a table in the school cafeteria and a student someone in the group doesn't like sits down. Some of the students then get up and move to a different table. How does this affect the student who joined the table? What might you say to that student? What might you say to the students who moved?
- On the school bus, you witness a student being made fun of because of the clothes she is wearing. What do you say and/or do?
- Review the following suggestions for developing an inclusive mind-set. Discuss, "Which might you try?" (adapted from *Choosing Civility* by P.M. Forni)
  - Reevaluate your dislikes. Are they all warranted? Are you at ease with all of them? Is change overdue?
  - Try speaking and listening to somebody you never liked.
  - Make an effort of spending a few minutes with somebody you always found uninteresting.
  - When you are speaking to a small group, do not turn and have eye contact with just one or two while treating others as though they weren't there.
  - Summarize the contents of a conversation for a newcomer.
  - If you are responsible for teamwork, elicit input from all team members.
  - Welcome a new student with the word, 'welcome!' Set aside time to help that person adjust to the new situation. Give the person tips about life at school.
  - Develop and show an interest in cultures other than your own. This does not require that you endorse every aspect of every one of them. Simply respect them.
  - Be an ally to those straight and gay.