Each of us influences how others experience our university by how we interact with one another and how we support each other in the workplace. Intentional inclusion is the ongoing effort to build a culture of belonging and empathy, where difference is valued and where the differing perspectives and experiences of others are recognised and appreciated. Here are 5 ways you can be intentionally inclusive.

BE AWARE
Before you can engage in intentional inclusion, you must first be aware of the issues that make inclusion necessary. It is important to understand that social inequity is an issue that continues to affect many communities both inside and outside of the workplace. Without first recognising that people continue to experience oppression and discrimination, we cannot work to overcome these issues.

ACKNOWLEDGE PRIVILEGE AND BIAS
While this can be an uncomfortable process, it is essential to understanding people’s different lived experiences and creating a more equitable society. Once you acknowledge your biases, you can work to overcome them. Recognising any privilege you have means you can start to think about how you can use this to support and amplify the voices of marginalised groups.

EDUCATE YOURSELF
Commit to learning about the society we live in and the experiences of others. Do not rely on others to educate you - there are a wide range of resources available, including those in our EDI resource library. You can also engage in EDI training and events. Share your knowledge and learning with others and model inclusive behaviour.

LISTEN TO OTHERS
Listen to your colleagues if they choose to share their experiences, but do not expect them to. By recognising that we all have different lived experiences, you understand that while you may not have experienced something yourself, this does not mean that others haven’t. Individuals are the best judge of what they have experienced, and how it made them feel.

STAND UP AND SPEAK OUT
Each of us influences how others experience our university by how we interact with one another and how we support each other in the workplace. Intentional inclusion requires us to confidently challenge all forms of unacceptable and exclusionary behaviours and to treat colleagues with fairness and respect.

Scan the QR code to access our EDI resource library.