



# PILLARS OF INCLUSION

By

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# WHAT IS INCLUSION?

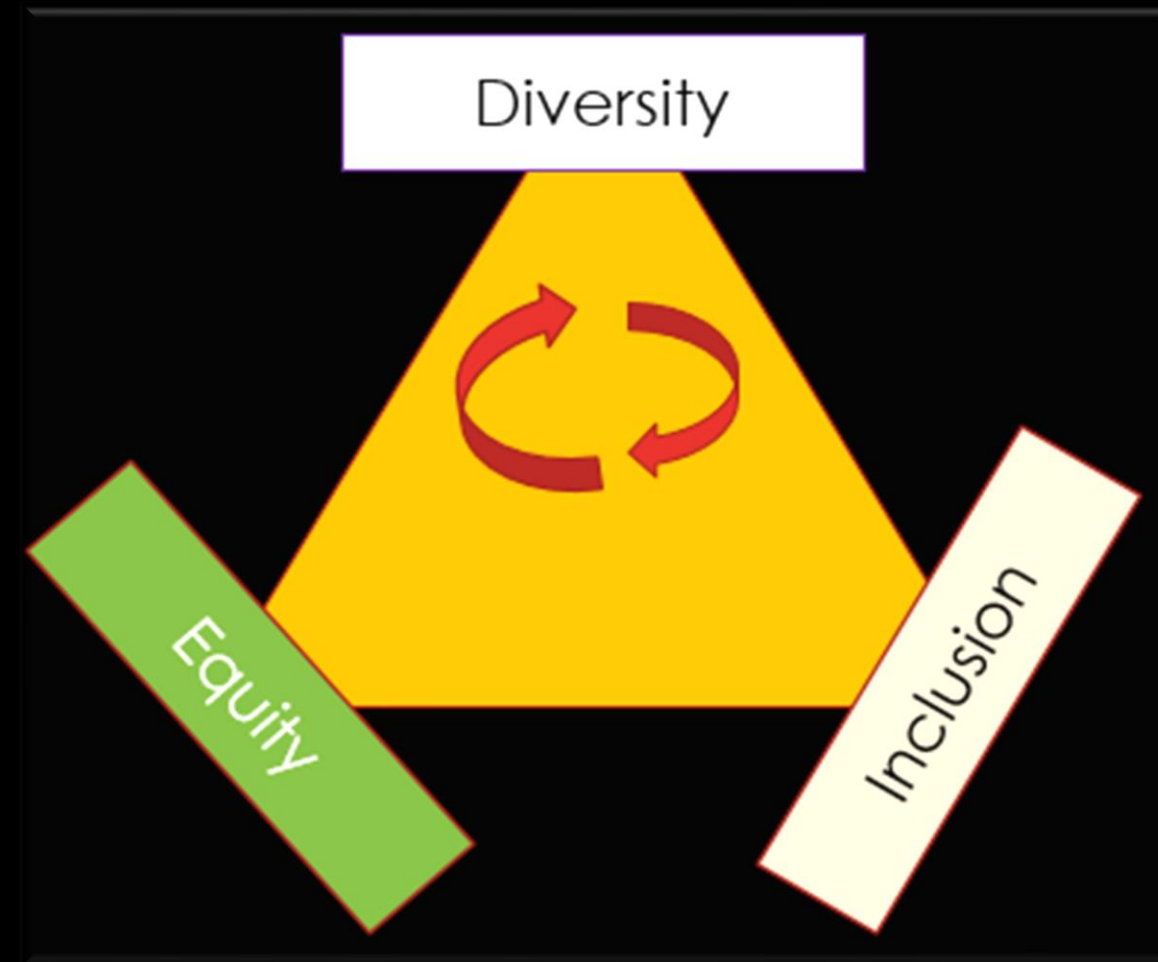
- Simply, Everyone:
  - Has a seat at the table
  - Has a voice
  - Has influence over decision making
  - Has access to information and resources
  - Faces no artificial obstacles to make choice and fully participate in the society.
  - Is accepted irrespective of social status
- The antithesis of discrimination and exclusion





# WHY IS IT IMPORTANT?

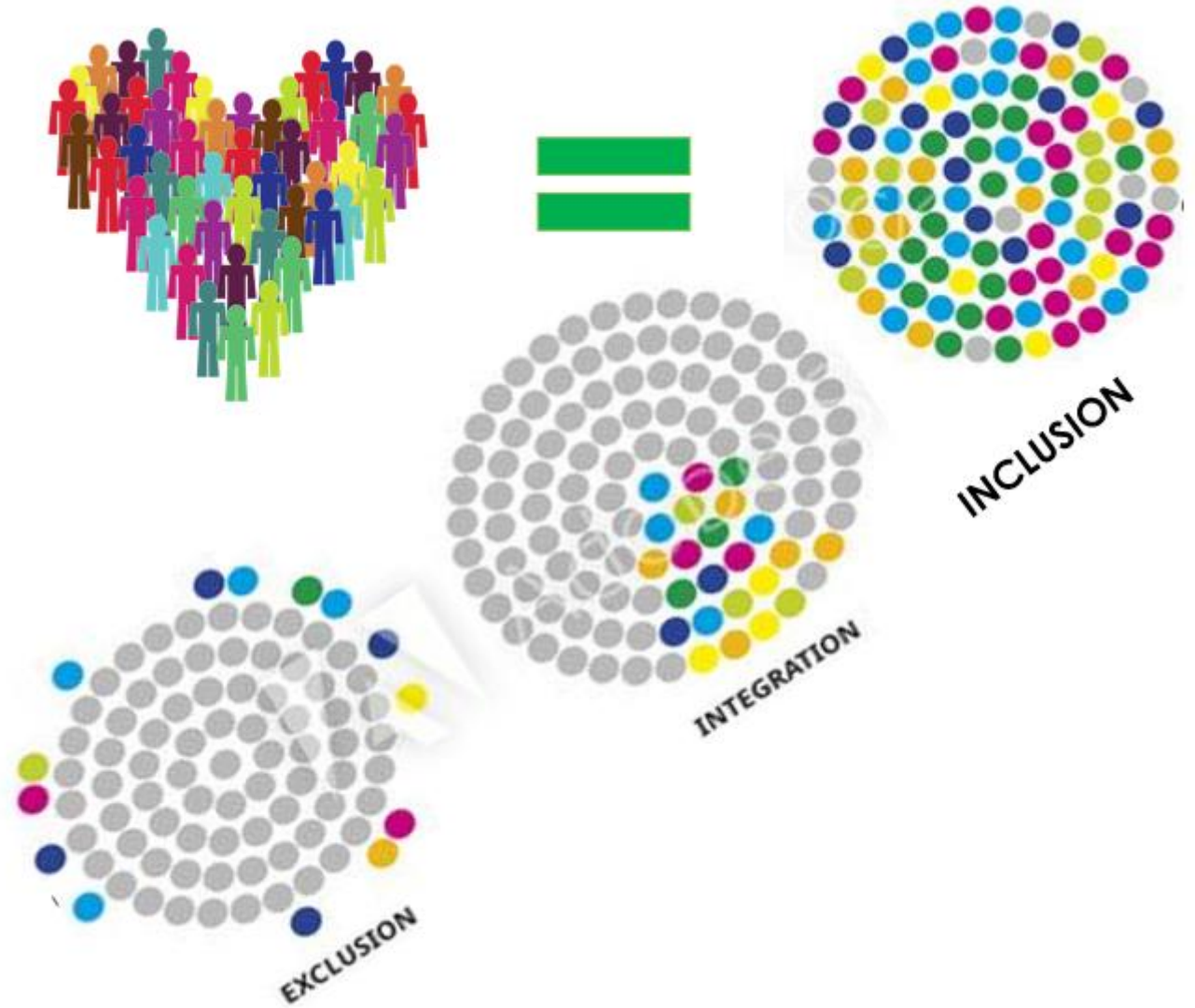
- Implements the philosophy, concept, and practice of Diversity, Equity, and Inclusion (DEI)
- Fosters equity, fairness, and respects.
- Guarantees safety and openness to different views, opinions, and representation
- Empowers personal growth, survival and obligations of diverse groups and interests
- While *Inclusion* is more of a catalyst for *Diversity* and *Equity*, it theoretically and empirically presents a “chicken-egg” dilemma when we consider how it is related to Diversity and Equity.





# COMMONALITIES OF INCLUSION:

- Seek common aspect of inclusion regardless of who we seek to involve.
- Stop mistaking integration with inclusion
- Concentrate on the things we do, and the things that enable inclusion.





# IDENTIFY HABITS

- Enables the promotion of inclusion
- Help us address the problem of “how to” achieve inclusion







# THE 7 PILLARS OF INCLUSION

- Access
- Attitude
- Choice
- Partnership and Trust
- Communication
- Policy
- Opportunities

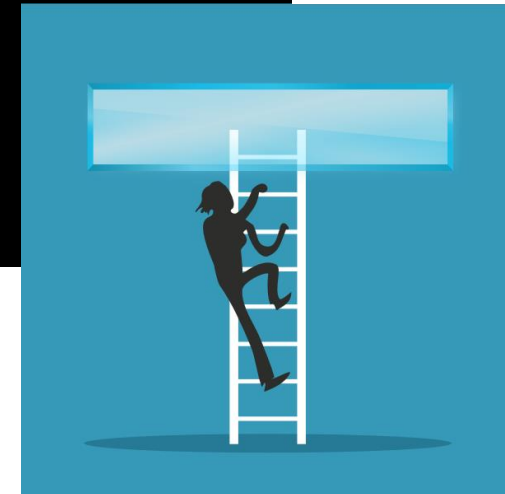


- Welcoming environment.

- Acknowledging habits that create or limit access

- Letting participants have experiences.

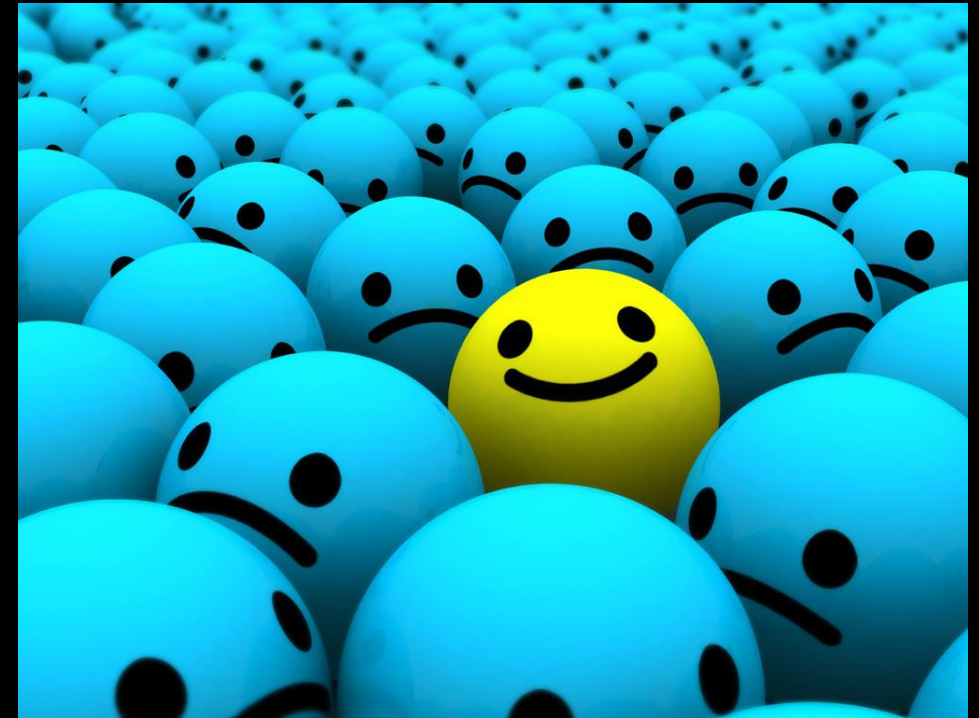
# ACCESS





# ATTITUDE

- Looks at :
  - whether people are willing to embrace inclusion and diversity, and taking meaningful action.
  - How people are willing to make things happen
  - Whether there is a difference between wanting to be inclusive and actually practicing inclusion
- Thus attitude is not just about being positive, it is willingness to take real action.





# CHOICE

- Availing all information to all users who want to make decisions regarding participation in social, political, and economic phenomena
- Let people choose by themselves how they want to get involved
- Identifying what participants can do best and giving them opportunity to realize their expectations and acknowledge their limitations.
- Willing to evaluate the benefits and costs of making different choices and including different people and ideas





- Looks at how individuals and organizational relationships are formed and how effective they are.
- Partnership could be as easy as an introduction, conversation, and a handshake.
- Connecting with people and forming networks.
- Trusting others, partners, and entities

# PARTNERSHIP AND TRUST





# COMMUNICATION

- Communication examines the way we let different people learn to know about the benefits and options of getting involved
- Expression of willingness to accommodate differences at some cost and some table.





# POLICY

- Policy considers how an organization commits to and takes responsibility for inclusion
- Policy is about holding ourselves accountable for inclusion
- It is about how we choose different paths to address inclusion given some constraints, resources, and social regulations.





# OPPORTUNITIES

- Explore the options available for people
- It is about what you want to do
- Explores the habits that dictate and limit the opportunities that are available in institutions, organizations, and businesses





# SUMMARY

- **Patterns and definitions:** The pillars we have talked about can help us observe, hear, and define commonalities of exclusion in our organization, challenges, and chances of experiencing inclusion.
- **Processes and Evaluation:** The pillars provide us with consistent approaches and language of embracing and practicing inclusion.
- **Benefits and Costs:** Help with understanding inclusion as something that is associated with individual or group trade-offs, but is fundamentally important for cultural change, business, and common good
- **History, Voice and Awareness:** The pillars warns us that philosophically, inclusion has been part of human evolution, existence, and peace.
  - **Food for thought:**
    - “ Our fingers are different in shape, size, and strength, yet they learn to coordinate and collaborate in harmony “
    - “ If ants of different shapes, strengths, color, gender, and size can learn to work in harmony for the common good of their colony, why can't we humans do better ?”
    - “ If we were to create an evaluation and comparison index of inclusion, the 7 pillars can be used as the major categories for gauging our perspectives and reputation”
  - **An African Proverb:**
    - “Alone, alone, one cannot produce history” but together we can.



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