

5 Top Tips on Starting a Conversation on Diversity and Inclusion

One of the ways you can Each One Reach One this National Inclusion Week is by reaching out to people and talking to them about inclusion and diversity. If you have never done this before think about these five top tips:

- 1. Keep it informal – diversity topics can feel a little personal so make sure you create a relaxed informal environment so that people feel comfortable**
- 2. If you feel comfortable, use a personal experience to start the conversation – this signals that it is not taboo to share our life stories**
- 3. Ask questions – “have you ever felt included/excluded?” “each of us are different, what do you think makes you different?”**
- 4. Active listening – it’s important to listen to the experiences or perspectives of the person you are talking with and respond accordingly. When we practice active listening we don’t know what we will say next because it’s based on the other persons response**
- 5. Take the opportunity to learn and change - conversations on inclusion should be enjoyable, they may not be fun and light-hearted all the time but they should be enjoyable because you have learnt something or been offered a new perspective.**

You could have a one-to-one conversation, group discussion, online forum or virtual meeting. It doesn't matter how you have a discussion, what matters is that you create a safe space to share different perspectives.

For further information: **Email info@inclusiveemployers.co.uk**
Visit www.inclusiveemployers.co.uk/national-inclusion-week Call 020 7803 0689

