

# WiP THEME: *Inclusion*

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**Here are some ideas for exploring how a leader can create inclusive teams. Choose one or more of the following sample formats to do with your Women inPower chapter:**

## **1. Host a discussion. Some sample questions you can ask your group:**

- Think about successful teams you have been a part of. What made them successful?
- Could you share a story about a team you were part of that was very diverse? Were all the voices included? How were they included or excluded? What were the results?
- Think about a team you are part of now. Is everyone the same? Or is there a variety of perspectives, races and backgrounds? How did that team form?
- Are there advantages and disadvantages to having diverse teams? What are they?
- Have you ever felt included or excluded in a team? What happened that made you feel included or excluded? What could have been done differently?
- What can we commit to as individuals and as a group to support inclusion of women and all types of differences in the leadership teams we encounter?

## **2. Work through an activity together.**

- The leader should write down these five activities in any order:
  - Pack my bag(s)
  - Decide where to go
  - Research what I will do while I'm there
  - Buy my plane ticket
  - Go to the airport
- The host can say, "You are going on vacation! There are five steps to getting there. Put them in the chronological order you would do them as you get ready to go." Everyone should write these in the correct order for planning to go on a vacation.
- Divide the space in your room into five areas. Give each area one of the activities. Ask everyone to go and stand in the area labelled with the activity that they put first. Then second, third and so on.
- Learning: Some things that seem so obvious and right to you are different in other people.
- How can people's different backgrounds and styles of making things happen be included in a team as strengths?

## **3. Invite a speaker to talk about his/her experience. Some ideas for people you can ask:**

- Someone who leads diverse teams and is committed to inclusion. Look perhaps for a senior woman who has led major partnerships for her organization or someone who has overseen a major festival or initiative with many moving parts. Ask them to talk about how they build a successful, diverse team to accomplish their goals.
- Ask your chapter for ideas. Pool your connections to identify someone you may already know.

*How did it go? Did you find something worked particularly well or not so well? Did you follow the script or make up your own? What did your group learn? Share your experiences in the Women inPower Facebook group so we can all learn from each other.*