INCLUSIVE PRACTICES

WHAT ELEMENTS ARE CRUCIAL TO DIVERSITY?
To learn professionally, we must ensure that participants feel safe, respected and included. As such, NSPRA is committed to providing learning and working environments that are welcoming and that honor individuals’ personal and professional lived experiences.

For instance, diversity may refer to uniqueness in:

- Social and economic circumstances
- Family structure
- Culture and/or language
- Gender
- Abilities, e.g. physical, social, creative, intellectual
- Values and beliefs
- Appearance
- Lifestyle

Diversity is the presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

Inclusive practice means that the decision-making process and communication must be responsive to the needs of all members of a community. Diversity should be acknowledged, respected, valued and implemented. Inclusive practice means that communication and the decision-making process will not discriminate against individuals or treat them unfairly on the basis of these differences.
GUIDING PRINCIPLES

Creating and implementing inclusive practices requires acknowledgement, recognition, appreciation and celebration of diversity. Event organizers should use the following best practices as guiding principles:

• Familiarize yourself with the diversity of the population and participants.

• Be sensitive to the needs of all community members. If the answer to, “Would this be offensive to someone,” is “yes,” consider going in a different direction or consult with members of that diverse community for input.

• Be aware of unconscious bias and avoid perpetuating stereotypes.

• Don’t make assumptions. If you plan to honor or celebrate a culture, consult with members of that community and ask them to help you plan and deliver the activity or program.

• Foster community--celebrate together when you can. Avoid holding “exclusive” events unless there is a reason to do so from a professional development perspective.

• Avoid the use of phrases and greetings that exclude certain individuals/groups, e.g. “Grace before meals” may not be inclusive in every setting.

• Promote an equitable and inclusive program or activities that offer a balance of perspectives and that enables participants to see themselves reflected.

DIVERSITY & INCLUSIVENESS

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