



# Inclusive Leadership: Building Belonging & Courage

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Real leaders don't push people out; they bring people in.

A young girl with long brown hair is sitting on a couch, looking thoughtful and slightly sad. The background is a dimly lit room with a bookshelf. The text is overlaid on the image.

# Have you ever felt different? Have you ever felt left out?

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A quick show of hands to acknowledge shared experiences of feeling different or excluded, emphasizing that these feelings are common and why the topic matters.



Leadership is  
about creating  
belonging.

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It makes space, it doesn't push people around.



## UNDERSTANDING PERSPECTIVES

# We all wear different 'glasses.'

Our perspectives are shaped by:

- FAMILY
- CULTURE
- PERSONALITY
- EXPERIENCES
- LEARNING STYLE

DIFFERENT DOES NOT MEAN WRONG.



TEAM STRENGTH THROUGH DIVERSITY

## Why Differences Matter

A team where everyone thinks the same is weak.

A team with different perspectives is strong.

STRONG TEAMS NEED DIVERSE IDEAS, STRENGTHS, AND EXPERIENCES.

# What Is Inclusive Leadership?

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## **LISTENING BEFORE JUDGING**

Give thoughtful attention to what others say before forming an opinion.



## **CURIOSITY OVER CRITICISM**

Approach situations with a desire to learn and understand, rather than to find fault.



## **RESPECTING DIFFERENCES**

Value and appreciate the unique qualities and perspectives of each individual.



## **MAKING SPACE FOR EVERYONE**

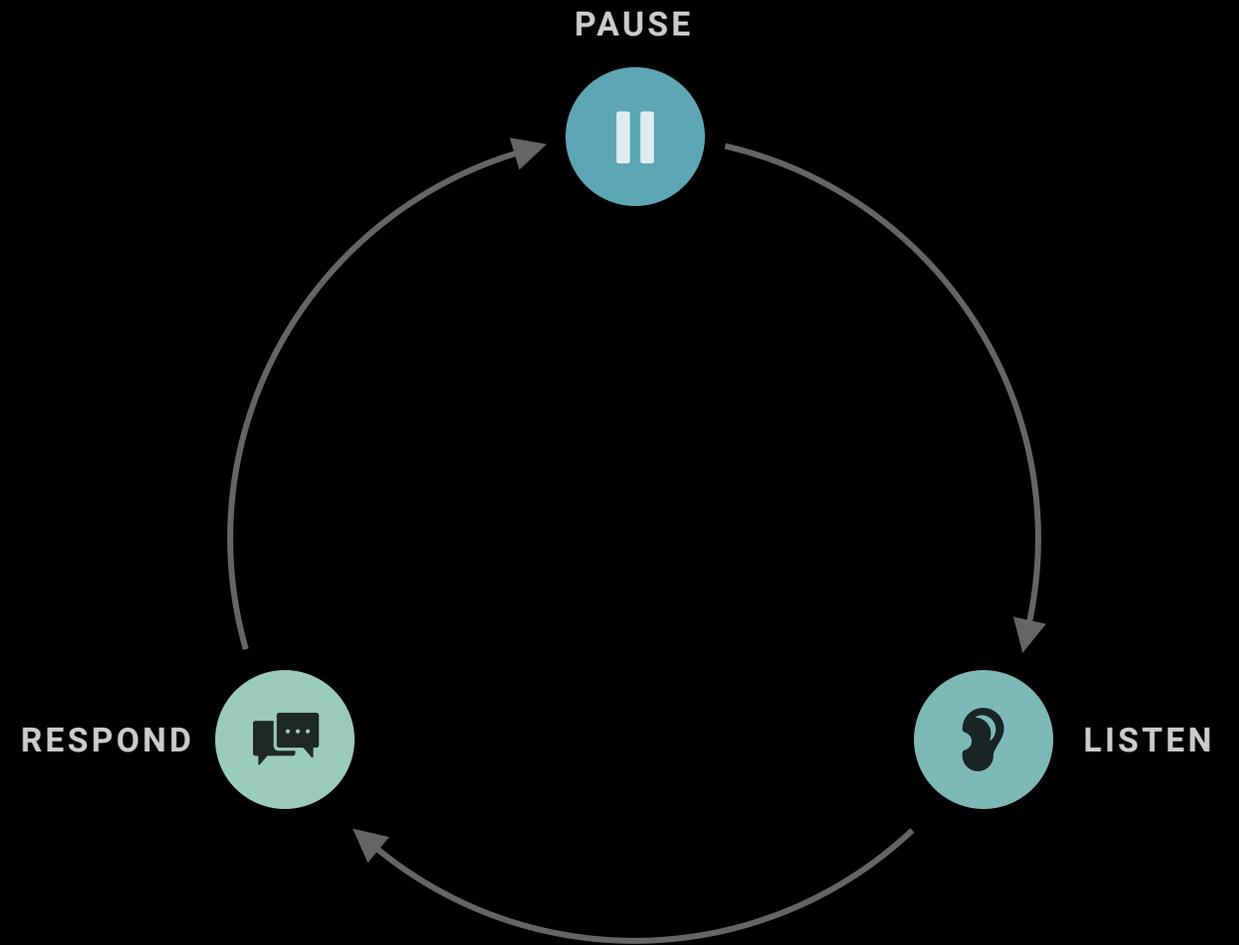
Ensure that all individuals feel welcomed, valued, and have opportunities to contribute.



You are allowed to disagree,  
but not to disrespect.  
This is leadership maturity.

# The Framework: Pause → Listen → Respond

A simple framework for handling differences.



**THIS IS HOW STRONG LEADERS  
HANDLE DIFFERENCES.**

# Practice Phrases

Instead of 'You're wrong...'



**TRY:**  
I see it differently.



Can I share another idea?



Help me understand.



We don't agree, and that's okay.

# Role Play Instructions

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- 1 | **PRACTICE THE PAUSE → LISTEN → RESPOND FRAMEWORK**
- 2 | **SHARE AN OPINION.**  
Player 1 shares their opinion.
- 3 | **PARTNER USES PAUSE → LISTEN → RESPOND.**  
Player 2 actively listens and responds thoughtfully.
- 4 | **SWITCH ROLES.**  
Players exchange roles to practice both sides.

**FOCUS ON LISTENING FIRST AND UNDERSTANDING DIFFERENT PERSPECTIVES.**

# Courage in Action

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## **SPEAK UP**

It takes courage to speak up.



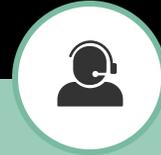
## **LISTEN DEEPLY**

It takes courage to listen deeply.



## **ADMIT MISTAKES**

It takes courage to admit mistakes.



## **STAND UP FOR SOMEONE**

It takes courage to stand up for someone.

**COURAGE OFTEN LOOKS LIKE INVITING SOMEONE TO SIT WITH YOU OR MAKING SPACE FOR OTHERS.**

# What Does Belonging Feel Like?

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## SAFE

Feeling secure and accepted.



## VALUED

Recognizing and appreciating contributions.



## HEARD

Having one's voice and opinions acknowledged.



## RESPECTED

Showing deference and regard for individuals.

INCLUSIVITY CREATES THIS FEELING FOR EVERYONE.

# Personal Reflection

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- **I FEEL INCLUDED WHEN...**

Think about times you felt a sense of belonging and acceptance.

- **I FEEL DIFFERENT WHEN...**

Consider situations or aspects that made you feel distinct from others.

- **THIS WEEK I WILL...**

Set intentions or goals for the upcoming week related to inclusion or personal growth.



THIS WEEK:

## The Challenge

- NOTICE WHO IS ALONE.
- NOTICE WHO IS QUIET.
- CHOOSE ONE ACT OF INCLUSION.

LEADERSHIP IS ABOUT SMALL, BRAVE CHOICES THAT MAKE EVERY VOICE MATTER.

Leadership isn't  
about being the  
loudest voice.

It's about making  
sure every voice  
matters.

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Different doesn't divide us; it strengthens us when we lead  
well. Let's go build belonging.

