

# The Not Bossy Nation Inclusivity Leadership Toolkit



For Kids, Parents, & Educators

Empowering Inclusive Leaders, One Action at a Time

## Welcome to the Toolkit!

Hello everyone!

We're so excited to share this toolkit with you. Our goal is to help everyone – kids, parents, and educators – learn how to be inclusive leaders. This means creating a welcoming and respectful environment where everyone feels they belong and can thrive.

Inside, you'll find activities, frameworks, and ideas to spark conversation and action.

Let's work together to build a more inclusive world!

Warmly,

Amanda @ Not Bossy Nation

# Perspective

## What Is Inclusive Leadership?

Inclusive leadership is about:

- **Valuing everyone's unique perspectives.**
- **Creating opportunities for all to participate.**
- **Treating everyone with respect and kindness.**
- **Being aware of our own biases and working to overcome them.**
- **Ensuring everyone feels they belong.**

It's not about being perfect, but about learning and growing together!

## Different Lenses Activity

Imagine you're looking at a painting through different colored lenses. Each lens changes how you see the painting. Similarly, everyone sees the world through their own unique lens, shaped by their experiences, culture, and background.

### Activity:

1. Think about your own lens. What shapes how you see the world?
2. Talk to someone with a different background than you. Ask them about their lens. What's different? What's the same?
3. How can understanding different lenses help us be more inclusive?

# Disagreement Framework

## Disagreement Framework

It's okay to disagree! Here's how to disagree respectfully:

1. **Listen** to understand the other person's point of view.
2. **Acknowledge** their feelings. (e.g., "I understand you feel strongly about this.")
3. **Share** your own perspective calmly and respectfully.
4. **Focus** on the issue, not the person.
5. **Find** common ground where possible.
6. **Agree to disagree** if necessary. It's okay to have different opinions!

## Phrase Practice Cards

(Write on index cards)

- "I see things differently. Here's why..."
- "I understand your point of view, and I also think..."
- "That's an interesting idea. Have you considered...?"
- "I disagree, and I want to understand better. Can you tell me more?"
- "Even though we disagree, I respect your opinion."

# Agreements + Action

## Inclusive Agreements

Let's create some inclusive agreements for our classrooms, families, and communities.

### Examples:

- We will listen to each other respectfully.
- We will value different perspectives.
- We will include everyone in activities.
- We will speak up if we see someone being excluded.
- We will be kind to each other.

### Activity:

As a group, come up with 3-5 agreements and display them prominently.

## When Someone Feels Left Out

What can you do?

1. **Notice:** Pay attention to who might be feeling left out.
2. **Reach out:** Say hello, smile, or ask them to join in.
3. **Include:** Make sure they have a chance to participate and share their ideas.
4. **Support:** If someone is being excluded or bullied, speak up or get help from an adult.
5. **Be a friend:** Kindness can make a big difference!

# Belonging Reflection Page (Kid Worksheet)

## **Belonging Reflection**

I feel like I belong when... (Write or draw about a time you felt like you belonged.)

I can help others feel like they belong by... (List 3 things you can do to help others feel included.)

If I see someone being left out, I will...(What will you do to help?)

# Adult Coaching Tips (For Parents & Educators)

## Coaching for Inclusivity

### Parents & Educators:

- **Model inclusive behavior:** Show children how to treat others with respect and kindness.
- **Create safe spaces:** Foster environments where children feel comfortable sharing their thoughts and feelings.
- **Encourage empathy:** Help children understand and appreciate different perspectives.
- **Address bias:** Talk openly about bias and stereotypes.
- **Celebrate diversity:** Highlight the value of different cultures, backgrounds, and abilities.
- **Provide resources:** Offer books, articles, and other materials that promote inclusivity.
- **Listen actively:** Pay attention to children's concerns and questions about inclusion.

**Remember:** This is an ongoing process. Be patient, supportive, and willing to learn alongside the children in your lives.

## Building Courage

It takes courage to stand up for what's right and to be inclusive, especially when it's difficult. Here are some tips for building courage:

- **Start small:** Practice inclusive behaviors in everyday situations.
- **Find support:** Connect with others who share your values.
- **Focus on your values:** Remember why inclusivity is important to you.
- **Celebrate your successes:** Acknowledge your efforts and progress.
- **Don't give up:** Keep learning and growing.

Even small acts of courage can make a big difference!

## Closing

Thank you for using the Not Bossy Nation Inclusivity Leadership Toolkit!

We hope this toolkit has inspired you to become a more inclusive leader. Remember, every action, no matter how small, can make a difference.

Let's continue to work together to build a world where everyone feels they belong and can thrive.

Visit our website at [notbossynation.com](https://notbossynation.com) to learn more about our programs and resources.

Be Brave! Be Kind! Be Real!

