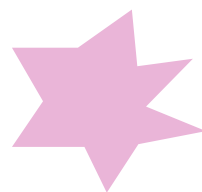


Inclusive Leadership Guidelines



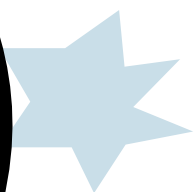
Recognize Your Privilege and Biases

Acknowledge your privileges and the unconscious biases you may have. Use your privilege to be an ally for marginalized communities and actively work to overcome your implicit biases. Inclusive organizations are built by members who are allies and accomplices in social justice.



Seek Knowledge Proactively

If you're unsure about something, take the initiative to find out. It's not the responsibility of marginalized groups to educate you. Avoid making assumptions. If you make a mistake, own it, acknowledge it, learn from it, and move forward.



Embrace Discomfort for Growth

If you feel uncomfortable in a situation, take a moment to understand why. Sometimes, you need to sit with your discomfort and use it as an opportunity for personal growth.



Evaluate Legislation and Policies

When working on legislation or policies, ensure they do not negatively impact marginalized groups. Thoughtful consideration and review can prevent unintended harm.



Plan Inclusive Events

Ensure your events are inclusive of marginalized communities and groups. During events and social gatherings, make sure members avoid saying or doing things that could be offensive to other communities.

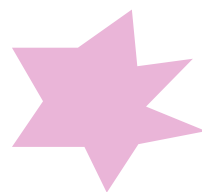


Inclusive Leadership Guidelines



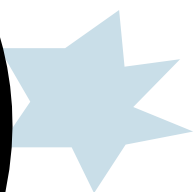
Involve Marginalized Communities in Planning

When organizing events for marginalized communities (training, workshops, fundraising events, galas, charity events), involve representatives from those communities in the planning process and ensure the speakers are from the group you are organizing the event for.



Create Culturally Sensitive Materials

When creating promotional materials or custom fundraising items, ensure they are not culturally insensitive. Conduct thorough research and consult relevant sources to confirm their appropriateness.



Show Active Allyship

As an ally, leader, or representative advocating for marginalized groups, demonstrate your commitment by attending events organized by these communities. Your presence and support are crucial.



Make Decisions with Integrity

When making decisions, reflect on whether you are choosing based on comfort or because it is the right thing to do. Prioritize actions that support inclusion and equity, even if they challenge your comfort zone.



Foster Open Dialogue

Encourage open and honest communication within your organization. Create a safe space where members feel comfortable sharing their experiences and perspectives on inclusion and equity. Listening to diverse voices can lead to more effective and inclusive practices.

