Inclusivity Practice

This framework is intended to help us be more inclusive in our work, so that we can serve more people across our region better.

*Consider these questions about **one piece of your work**. It could be any new or existing project, program, policy or procedure.*

- **What** are you trying to do or accomplish? (What's your intended impact?)
- **Why** are you trying to do it? (What problem are you solving, or need are you addressing?)
- **Who** is most affected by the work? (Who are you trying to impact?)
  - **Are there people not being served well by the work (intentionally or unintentionally) who could be?**
    - ✓ If yes, who are they and would designing it differently strengthen and advance our purpose and strategy?
      - ✓ If yes, how will you change the design?
  - **Are there people not being included in shaping the work (intentionally or unintentionally) who could be?**
    - ✓ If yes, who are they and would including them strengthen and advance our purpose and strategy?
      - ✓ If yes, how will you include them?

Inclusivity Practice

What
are you trying to do?

Why
are you trying to do it?

Who
is affected?

Are there people not being served well by the work who could be?
- If yes, who are they?
  - If yes, how can you change the design?

Are there people not being included in shaping the work who could be?
- If yes, who are they?
  - If yes, how can you include them?