



# PRACTICES 4

## INCLUSIVE SPACES



### NAME WHAT IS MISSING

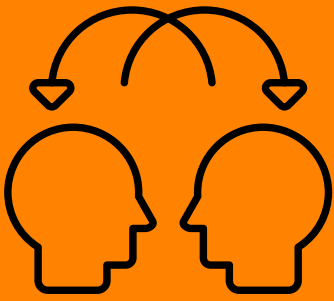
Who is not here? What lens to use for data analysis? Whose perspective is valued? Is the space culturally responsive?



### IDENTIFY BARRIERS



Make a plan to take action to make changes. Confront and dismantle.



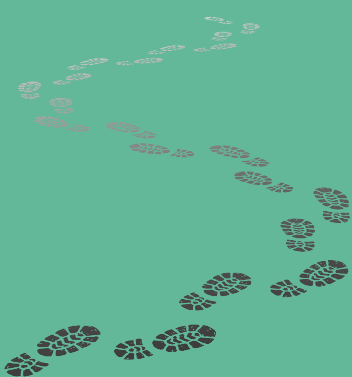
### BUILD UNDERSTANDING

Focus on how the experiences of those most marginalized and underestimated are impacted by the decisions and operations of a leader, organization, or collaborative initiative.



### SHINE THE LIGHT

Pass the mic to those most marginalized and often silenced but not voiceless.



### GET OUT OF THE WAY

Use your assets and influence in favor of other's access without taking the center of the stage.