An Inclusion Framework for Change

Overview

OVERVIEW OF THIS FRAMEWORK

What is it:

This framework is a starting point for building your own inclusion strategy

What isn't it:

This is not an inclusion best practice playbook, or a directory of approaches

Who it's for:

People, teams or organisations running projects that engage with the outside world

Why use it:

No matter how big or small, using this framework will enable users to locate **where**, **when** and **how** you can increase equity in any project

How to use it:

The framework is split into 8 stages. Each stage has somethings to consider. This is best done in mix power teams

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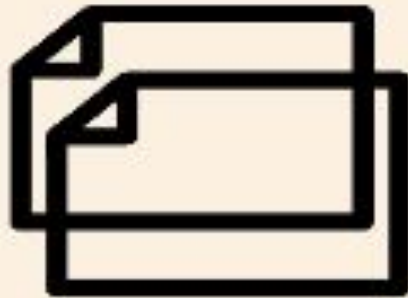CREATIVE R+D

WHAT'S IN THE FRAMEWORK KIT?

This overview

Workshop Guide

Inclusion Inspiration Cards

Worksheets

THE FRAMEWORK

INTENTION

What are you trying to achieve / do in your project?

AUDIENCE

Who are you doing this for now?
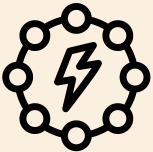Who is missing/who would you like to do this for in the future?

TOUCHPOINT

What are the moments in which people 'touch' your work?

IDEA

What actions could we take that speak to our intentions and resonate with our audiences?

POWER

What power do we have / need to make change?

CAPACITY

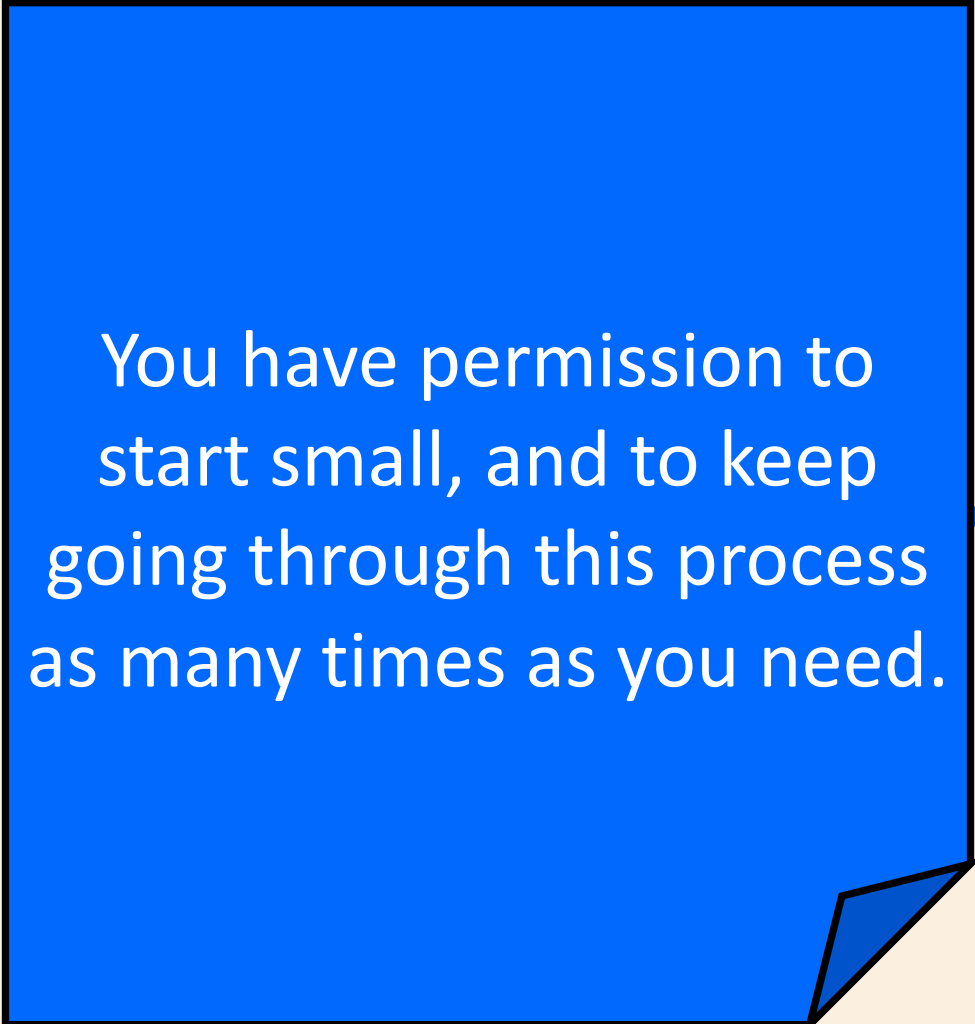What capacity do we have / need to make change?

RESOURCE

What resources do we have / need to make change?

ACTION

What will we do to make change?
If we can't do X then can we do Y?

You have permission to start small, and to keep going through this process as many times as you need.

Step 1

INTENTION

<mark>SETTING INTENTIONS</mark>
Prompts
- What are you trying to achieve?
- Whose perspective are you prioritising?
- What does success look like organisationally / personally?

Step 2

AUDIENCE

<mark>IDENTIFYING AUDIENCES</mark>
Prompts
- Who are you doing this for?
- How do you know they want it?
- Do they want it from you?
- Who are you not (yet) working with?

Step 3

TOUCHPOINT

<mark>IDENTIFYING TOUCHPOINTS</mark>
These could be:
- Workshops & events, recruitment, inductions, building layouts, activity callouts, marketing campaigns, evaluation, skills development, training programmes..

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IDEA

Time to get inspired

Have a look through these links to find inclusion ideas that inspire you.

Inclusion Action Research

Here are inclusion blogs from Bristol+Bath Creative R+D's Action Research.

They are in three themes: Inclusive Governance, Inclusive Spaces and Inclusive Communities of Practice.

LINK TO ACTION RESEARCH

Inclusion Cards

Here are some Inclusion Cards to help generate ideas.

The cards are split into 4 themes:
Messy Human Stuff, Tools Policy+Process, Co-Design

Side 1 suggests an approach
Side 2 suggests an action or question

LINK TO INCLUSION CARDS

Inclusion Approaches

Here are some inclusion ideas, approaches and conversations we've gathered from around the internet
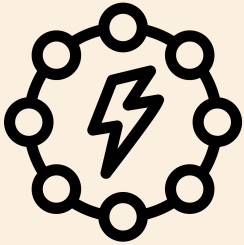
LINK TO INCLUSION APPROACHES

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THE CHANGE ENGINE

POWER

POWER

Power is a key element in making inclusion happen.

Considering what you can give and what others can give you will help you to explore how you can get past any blockages.

- what power do you have?
- what power do you need for action?
- what power can you share?

CAPACITY

CAPACITY

Capacity refers to your workloads, time and lived or professional experience to carry out a given action. It can also refer to the change your organisation is motivated towards, and your physical, mental, and emotional capacity to create change.

RESOURCE

RESOURCE

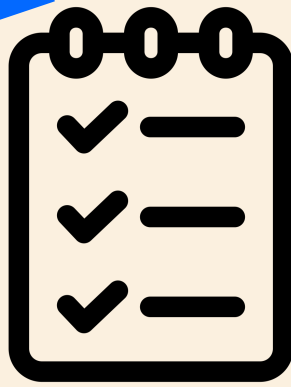Resource refers to the things we need to enact our plans.

This could mean work hours, budget, extra support and expertise, equipment, etc.

Make the phrase useful to you.

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ACTION

What will you do to make this happen?

Things to consider:
- If you can't do X can you do Y?
- What can you do right now (small wins)?
- What can you do later with a little bit of planning?
- What seeds need to be planted to make big changes in the future?
- Who is accountable for change?
- Who is assigned to which task?
- Put real dates of action in your calendar

'Nothing changes if nothing changes'

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WANT MORE?

Talk with us

Want support to deliver this to your organisation, team, or project?
Email for a follow up chat.

EMAIL US

Workshop Guide

Here is a guided document to help deliver this as a workshop

LINK TO WORKSHOP

Created by Tony Bhajam, Gill Wildman and Jazlyn Pinckney

PLOT

WATERSHED

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Creative Industries ✕ Clusters Programme