Steps towards a more diverse and inclusive project
(an incomplete list)
by Dani Prisacariu*

1. Preparation

a. Dreaming of having the project
- ask yourselves: Who is missing? Why do we want to become more inclusive? How come right now we are not inclusive? What are some barriers? What can we do to address them?
- ask yourself if the organisation is ready to welcome the diversity: are staff and volunteers trained? do you have policies in place ready to deal with discrimination and to support inclusion and participation of all?
- establishing & cultivating partnerships
- research: meet, listen, understand the people that you hope to include
- involve people in the project writing, ask them what they would like to do

b. Project happens in a few months
- inclusive program design/ taking care of different needs and specificities: date & time of event, pace and length, methodology, learning styles. How can we give all learners an equal opportunity to succeed?
- communications: is inclusion and diversity translated into the text and visuals you use? channels you use?
- people: composition of team, participant selection
- practical considerations/ needs assessment: ensuring all people's requirements to be able to fully participate are met (space, food, tech, bathrooms, etc)
- being clear about what we can and cannot do/offer

2. During the project

- facilitation that includes everyone and gives them space to participate in their own way: methods that allow different types of participation, sitting with difference instead of suppressing it
- creating a safer space: accessibility, respecting pronouns, names and identities; developing a kind and curious attitude towards each other, wellbeing, guidelines for engagement, boundaries, consent (photos, touch, etc.), cultivating a learning mindset towards mistakes and improving our actions, attitudes and language
- putting values into practice and being consistent
- addressing inequality, discrimination, conflict, power dynamics

3. After the project
- sharing any information and resources from the event
- asking for feedback: be as precise as you can so you can get the input you need
- drawing lessons and implementing them in the organisation and in other projects
- continuing the partnerships and relationships established
- dissemination of results with care and consideration for diversity

Dani Prisacariu | prisacariudani@gmail.com | https://tinyurl.com/daniprisacariu