

# TIPS TO CREATING INCLUSIVE SPACES



## 1 Engage in discussions about diversity and inclusion

**It's okay to lean into discomfort!**

When we shy away from conversations about diversity, we allow for the creation and perpetuation of stereotypes, bias, and discrimination. By actively engaging in conversations, we are working to create more inclusive spaces.

## 2 Share your pronouns and create a space for others to do the same

**"She/her" - "he/him" - "they/them"**

Pronouns are an integral part of an individual's identity, but you should never force a person to share their pronouns. This is because some individuals are still trying to figure them out or might not be comfortable sharing.

## 3 Make inclusion a priority

**There is always a time and place to talk about it.**

Discrimination is never acceptable; therefore, it is always a good time to talk to students, co-workers, and friends about the importance of inclusion. Expose those around you to inclusive practices, and allow for questions and conversations. Don't forget to assess your own bias, and evaluate your own identities in the process to better help you understand others.

## 4 Avoid making assumptions

**You never know the whole story or the whole person.**

Because assumptions can limit our understanding of a person, we must actively work to avoid making assumptions about others. By not making assumptions, you can create a space for critical and inclusive conversations to occur with those around you.

## 5 Bring in the experts

**It's okay to not have all the answers and to lean on others.**

If you feel like you need more explicit education or training, that is okay! There are resources to access and people around the university who would be happy to help. Reaching out and asking for help shows that you care and want to learn. You are setting an example to those you interact with about the importance of education and awareness.

## 6 Think about our mission, promise, & vision

**Loyola's Mission and Vision Statement lay the groundwork for all we do.**

Use the Mission Statement as a jumping off point for conversations. It is the basis for all the things we do here at Loyola and should be included in our work. Thinking critically and asking yourself, "Does this follow Loyola's mission, vision, and promise?" will help guide actions and conversations.

