

# INCLUSION IS THE RIGHT THING TO DO

The United Nations Universal Declaration of Human Rights perhaps contains the most resonant and kind words of any international agreement, **“all human beings are born free and equal in dignity and rights”**. The Universal Declaration promises economic, social, political, cultural and civic rights that underpin a life free from want and fear for all. These rights are not a reward for good behaviour, nor are they country-specific, or particular to a certain era or social group. They are the entitlements of all people of every colour, from every race and ethnic group; whether or not they are disabled; citizens or migrants; no matter their sex, their class, their caste, their creed, their age or sexual orientation. This is a good start to understanding why inclusion is the right thing to do, but this is so high level it is difficult to use to connect with people’s internal drivers for inclusion.

**The intrinsic value of inclusion is powerful and a strong motivator for people if you can help them find their moral ‘why’.** Each of us have a desire for inclusion (whether we realize it or not), either for ourselves, members of our own family, or friends. It doesn’t even have to be the most obvious of reasons, you just need to help people identify just one person they care about and want the best outcome for (even if it’s just about wanting equity and inclusion for themselves).

Unfortunately, you can’t just throw a bunch of people in a training room and expect them to tell you their reason for why inclusion matters. You need to build trust and a safe space, authentically share your story first (or use a professional with lived experience that is contextually relevant to the audience to share their story), inspire the desire to self-reflect, and then **provide an avenue for people to articulate their own reason for why inclusion is the right thing to do.**

Once they have found their moral ‘why’, you need to then highlight to people that **to have inclusion for one means there must be inclusion for all.** They can’t just pick their favourites and then leave the rest out, because that’s not how inclusion works. What you are doing here, is not trying to change people’s beliefs about groups of people, but to assist them understand that to get their inclusion needs met – they need to include all others. Now I appreciate this isn’t easily achieved, but an important message and learning that underpins business-as-usual inclusion and creating an organisation that values and meets the needs of all people. Fortunately, the thing with business-as-usual inclusion is that it doesn’t actually rely on individuals changing their beliefs – just their actions.

