

CREATING AN INCLUSIVE SPACE:
HOW TO MAKE JR. NAD WELCOMING

Presented by Malibu Barron

Voice and captioning will begin when we start.



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SOME THINGS TO KEEP IN MIND



- * Open Heart, Open Mind
- * Multiple Truths, No Single Truth
- * Be the change you want to see

AGENDA

- * Covering issues of Inclusion and Creating Welcoming Space *will include the issues that were included in the survey question*
- * Dialogues
- * DEI Implementations

ALWAYS START WITH:

Who am I?

Who are we?

What are our goals?

How do I make others
feel around me?





Diversity is a fact; inclusion is a choice

-Bach, CEO of Canadian Centre of Diversity and Inclusion-

KNOW your organization's history

How it was established?

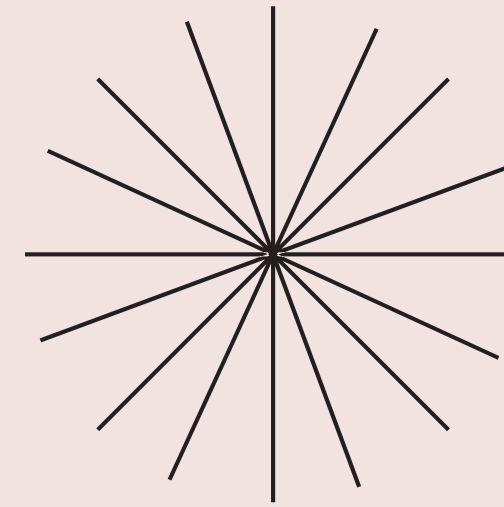
Who had led this organization?

What about logistics (e.g. time of the day, procedures it used, who is in the room)

What topic(s) were discussed?

What facts or assumptions that people have about your organization?

**MOST
IMPORTANTLY**



NAME IT
VALIDATE IT
RECONGIZE THE GAPS IN OPPORTUNITY FOR OTHERS

The WHAT

- Transportation
- Recruiting mainstream students
- Welcoming the entire student body to Jr. NAD
- Students who do not identify themselves with Jr. NAD

PROCESS



The HOW


Moving towards becoming inclusive and welcoming

THE REFLECTIONS



- * The mission and purpose of Jr. NAD - Does it make others feel included?
- * How are the meetings run? Using specific procedure? Are there any bylaws, or any parts in Jr. NAD that is hard to navigate in your school?
- * How does the space look like in each meeting? What assumptions do students, staff/teacher, families/community, and school have about Jr. NAD?
- * Are there any unwritten or written policy about being a member of Jr. NAD by the organization and/or by the school? (e.g. bad grades, suspensions, new students, membership fees)

THE POSSIBILITIES



- * Revamping or revising the purpose/mission of Jr. NAD that includes everyone. Or, have the purpose/mission to be accessible to others
- * Have a Jr. NAD meeting 101 or FYI session for anyone to participate to learn about how it is run, understanding why it is important and applicable for self-advocacy, etc.
- * Create a space for anyone to talk about and strategize ways (first by dialogues) with students, staff, community, and administrators to create Jr. NAD a welcoming space
- * Identify barriers that prevents anyone to become a member and/or to participate

OPEN FLOOR: DIALOGUES

- * **MARKETING**: How do you advertise (e.g. flyer, social media posts? spreading words) with or without adding accommodations? What message do you use?
- * **POLICIES/PROCEDURES**: Unwritten or written policy about participation? What fundings your organization receive? Type of roadblocks that you face as an organization?
- * **CULTURE OF BELONGING**: What kind of relationship do you as a sponsor or advisor have with general students? Do you hold multiple roles in the school system? Do certain students feel certain ways that affect their sense of belonging in the organization? What space you can try create with resources to close opportunity gaps for all students?



QUESTIONS?