### ELEMENTS OF THE EXPERIENCE OF INCLUSION

<table>
<thead>
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<th>Element</th>
<th>Sample questions to ask</th>
<th>☑️ Is this true for you?</th>
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| Feeling safe (self and group)                | 1. Do I feel physically and psychologically safe? Do I believe that others who share one or more of my identity groups are also safe from physical and/or psychological harm in the group or organization?  
2. Do I feel secure that I am fully considered a member of the group or organization? Can I move about and act freely (literally and figuratively)?  
3. Can I (and others like me) share ideas, opinions, and perspectives—especially when they differ from those of others—without fear of negative repercussions? | ☐           |
| Involvement and engagement in the workgroup  | 4. Am I treated as a full participant in activities and interactions? Am I—and do I feel like—an insider? Can I (or people like me) succeed here?  
5. Do I have access to the information and resources that I need to do my work (and that others have)?  
6. Do I enjoy being part of the group or organization?  
7. Can I rely on others in my group or organization (and they on me)? Do I feel like we are part of the same team, even when we disagree? | ☐           |
| Feeling respected and valued (self and group)| 8. Am I (and others like me) treated in the ways I (they) would like to be?  
9. Do others in the group care about me (and people like me) and treat me (and them) as a valuable and esteemed member(s) of the group or organization?  
10. Am I trusted? Am I cared about? Are people like me trusted and cared about? | ☐           |
| Influence on decision making                | 11. Do my ideas and perspectives influence what happens and what decisions are made?  
12. Am I listened to when weighing in on substantive issues? | ☐           |
| Authenticity/bringing one's whole self to work | 13. Can I be truly myself around others in my group or organization? Do I need to conceal or distort valued parts of my identity, style, or individual characteristics?  
14. Can I have genuine conversations with others without needing to involuntarily hide relevant parts of myself?  
15. Can I be open, honest, and transparent about my ideas and perspectives? Can I make my contributions in ways that feel authentic and whole? | ☐           |
| Diversity is recognized, attended to, and honored | 16. Am I treated fairly, without discrimination or barriers based on my identities?  
17. Can I (and others) be transparent about and proud of my (our) social identities?  
18. Can we address differences in ways that lead to mutual learning and growth?  
19. Does the group or organization notice and value diversity of all types? | ☐           |
Questions for Reflection
Review how many and which boxes you checked (or didn’t check).

1. What do you notice? How do you interpret your pattern of responses?

2. What does this tell you about how much and in what ways you experience inclusion at work?

3. How do you think people in your organization who are different from you (e.g., in terms of race, gender, sexual orientation, gender identity, age, and/or other dimensions of difference) would respond to the same questions? What are your thoughts or perspectives on this? What are the implications?