



- 1 Explore another culture
- 2 Donate to a charity
- 3 Do what I believe in rather than what is expected of me
- 4 Do what is right rather than what is easy
- 5 Initiate changes by organising a group of people and help make changes happen

26 Make sure everyone gets to have a say and is heard during group sharing thoughts on a subject

27 Look out for people that are alone and ask if they want to be included

28 Take time to appreciate the priorities and privileges I have been given in life and think about how to use them to support others



50 WAYS TO INCLUSION

6 Engage in events and training courses that challenge hate, prejudice and discrimination

7 Engage in events and training courses that celebrate diversity, equality and inclusion

8 Offer to mentor someone to help support their careers



9 Learn about human rights and stand up for them.

10 Make sure that there is a diverse range of speakers before I accept to talk at a conference

11 Make sure that there is a diverse range of opinions before I accept to sit on a panel

12 Have coffee with people who have different views from me and share perspectives

13 Try to consider people's individual circumstances and be as flexible and accessible as possible

14 Lead by example and show others that you can work flexibly

15 Try and understand how prejudice and stereotypes are formed



16 Find out more about discrimination and micro-aggression and how they negatively affect people

17 Question the impacts of my decisions on others

18 Help to break the silence about so-called taboo subjects

19 Report inappropriate behaviours if I witness any

20 Find out more about how people experience mental ill health and what I can do to support them

21 Engage in conversations about mental health

22 Ask people how their days are going and pay attention to the answers

23 Become a wellbeing champion

24 Try to support someone who is having a difficult time and be an ally

25 Try and find at least one positive thing to say about everyone



29 Challenge prejudice and stereotypes by asking 'are they really valid?'

30 Challenge negative comments on someone's culture or background

31 Think critically about the messages portrayed by others on social media

32 Think about the content of the curriculum I teach and ask 'is it truly inclusive?'

33 Question the gender balance of the citations in research papers

34 Aware of different religious and cultural days and think about how to help people celebrate

35 Aware that not all disabilities are physical or immediately apparent

36 Not make assumptions about someone based on their age

37 Let people know my preferred pronouns

38 Take time to introduce people in my network that haven't met

39 Commit to taking a zero-tolerance approach to sexual harassment and bullying

40 Try to avoid recruiting someone only because I believe they have the same attitudes and beliefs as me

41 Think about people who have caring responsibilities and how to support them

42 Help someone new to the University settle down and get to know it better

43 Make sure that everyone has a voice and an opportunity to make an equal contribution

44 Try to help others aware of how to contribute to creating an inclusive University

45 Think about how I talk to people in all my communications with others

46 Think about the language I use and consider how it might affect other people

47 Help promote different network groups and societies at the University

48 Look up the story of someone that has made a difference and help to spread the word

49 Ask people in senior positions what they are doing to promote equality, diversity and inclusion

50 Accept that I might not have all the answers and I might get things wrong, but I will always try to be inclusive

