



How to hold an inclusion moment

What are inclusion moments?

Inclusion moments are a great way to start meetings. Consider using an inclusion moment as the “icebreaker” or introduction before you move onto your usual business agenda.

These moments help create a sense of community in your group, be they members, employees, or volunteers. Learning about each other by using topics that are not work-centric, or might not otherwise come up in a meeting, can help demonstrate how a group of people, who may not seem to have anything in common, actually have connections and similarities.

These moments can also provide learning opportunities to introduce new concepts and learn alongside one another.

Recommendations for your inclusion moments

- Please note that the responsibility to hold an inclusion moment should be rotated among members of the group.
- Do **NOT** make the inclusion moment the responsibility of the same person at every meeting; everyone should take turns in leading this activity.
- Consider how much time the inclusion moment should take for your meeting, and be sure to choose an activity appropriate for that time block and number of participants.

Ideas for inclusion moments and conversation starters

Below is a list of ideas to help you kick off an inclusion moment. Pick an idea that you think will ease your group into having a meaningful, civil, conversation that helps everyone better understand each other’s lives, views, and perspectives.

- Describe an event that recently happened and discuss the impact of this event/outcome on different groups/demographics of people. Who was included in the decision making? Who will be impacted by this decision/event?
- Discuss a point in history and reflect on how members of your team felt when it happened. Examples in American history include desegregation, women’s right to vote, and the Americans with Disabilities Act (ADA).
- Confirm what month or date is occurring near the meeting (such as, Women’s History Month, Indigenous People’s Day, AAPI Heritage Month) and use this opportunity to reflect on ways in which certain identity groups are represented (or not represented) within your company or organization.
- What Indigenous groups lived in the area that you currently inhabit? What can you learn about them? Use this site for reference: <https://native-land.ca/> to start the discussion.
- Ask a question that allows everyone to talk about themselves and their experiences. Examples include:

- What has been your superpower during the pandemic?
 - What is a skill you have that other people may not know about?
 - When was the last time you felt excluded?
 - You might not know that... (share interesting fact or piece of your identity).
 - I am definitely NOT... (dispel a stereotype that does not define who you are).
- Have the group watch a video, read an article, or listen to a podcast and then discuss it as a group. Ensure all voices are heard during the discussion. You can either share video ahead of time or watch in real time; here are some examples:
 - The Look: <https://www.youtube.com/watch?v=aC7lbdD1hq0>
 - This piece about the Legacy Museum: <https://www.instagram.com/p/CaST6v6Adpr/>
 - SceneOn Radio - History of Whiteness Podcast <https://www.sceneonradio.org/seeing-white/>
 - Sandew Hira, [A Decolonial Critique of the Concept White Privilege: Why Injustice is Not a Privilege](#)
 - [Democracy Now on Indigenous Peoples Day](#)
 - Pyramid of White Supremacy: <https://sosspeace.org/wp-content/uploads/2019/05/Appendix-1-Pyramid-of-White-Supremacy.pdf>
 - 4 I's of Oppression: <https://www.youtube.com/watch?v=3WWyVRo4Uas>
 - <https://www.thoughtworks.com/insights/blog/inclusion-matters-part-1-diversity-matters>
 - Enid Lee: [Looking through an Anti-Racist Lens](#)
 - Ijeoma Oluo: “Welcome to the anti-racism movement. Here’s what you’ve missed.”
 - An [article](#) about a woman who got multiple appraisals of her home
 - Microaggressions - Mosquito bites <https://www.youtube.com/watch?v=hDd3bzA7450&feature=youtu.be>
 - Rosalind Brewer on fostering true diversity and inclusion at work: https://www.ted.com/talks/rosalind_g_brewer_how_to_foster_true_diversity_and_inclusion_at_work_and_in_your_community#t-161061
 - Follow the Science of Culture Change to Transform D&I: <https://www.forbes.com/sites/davidrock/2020/06/30/follow-the-science-of-culture-change-to-transform-di/?sh=75ad045e10b7>

Here are some other ideas:

- <https://www.mines.edu/diversity/inclusion-icebreakers/>
- <https://officevibe.com/blog/diversity-and-inclusion-activities>

If you have questions or comments, please email the ACS Office of Diversity, Equity, Inclusion and Respect at diversity@acs.org.