

Leap⁺

Partner forum:
Making Inclusion part of your
Everyday

www.leapwithus.org.uk



Welcome and Introduction

Mark Ormerod
Leap CEO



@Leap_BMK



@Leap_BMK



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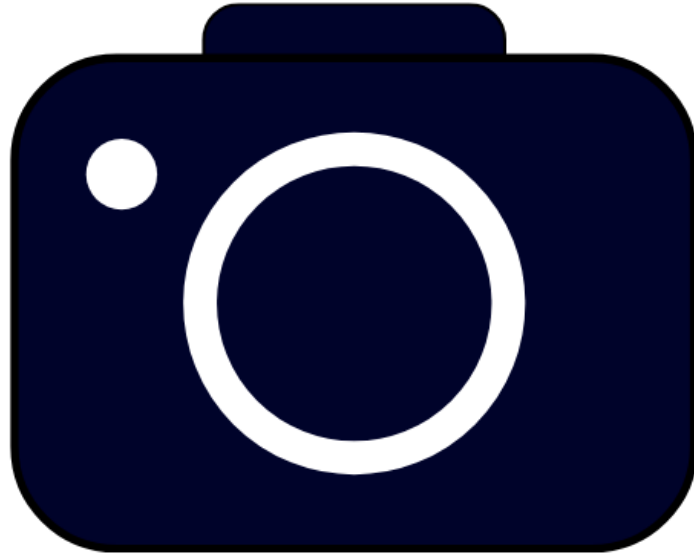
Leap⁺

Leap Partner Forum - 8th February 2023

11.00-13.30

- 1. Welcome – Mark**
- 2. Reconnecting – Chris**
- 3. Cost of Living Catch up – Chris**
- 4. Making Inclusion a Reality – Zoiey**
- 5. Break**
- 6. Coach Education Week – Gavin**
- 7. Table Briefings - Chris**
- 8. Feedback and Round up – Mark/Chris**
- 9. Lunch and Networking**

Photography taking place today



Sport England Tackling Inequalities and Uniting the Movement

<https://app.frame.io/reviews/d5d8d5b9-71dd-4da9-9e55-bd13d850988b/7d8ddcac-6432-43d7-9abf-5f0e63d994ee>

Active Dobbble

Cost of Living Catch up - 15mins

What are the risks and challenges to your organisations and the individuals you support to stay active because of the cost-of-living increases.

**What are you seeing and hearing?
What support do you need?**

Making
Inclusion and
everyday reality



Zoiey Smale (She/Her)

Inclusion & Diversity Consultant

LinkedIn: @zoievsmale



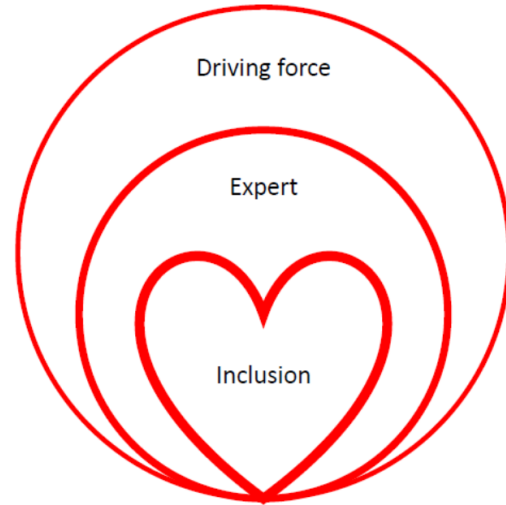
Inclusive Employers & Inclusive Sport

Established in 2011, we make inclusion an everyday reality.

We are experts on [workplace and sports inclusion](#).

We work with companies who are committed to prioritising inclusion and creating truly inclusive workplaces and spaces. *But may not know where to start.*

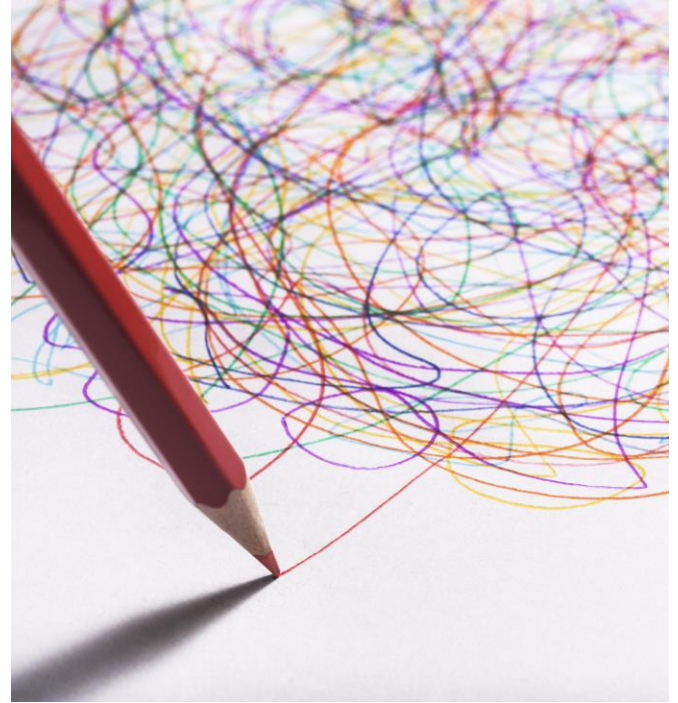
Our Values



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LEAP and Inclusive Sport

- **Data**
- **Education**
- **Representation**
- **Participation**
- **Protection**



Inclusion: Beyond Protected Characteristics & Legal


The legal framework is only as good as the people bringing them to life.

Do you have any EDI policies?



What comes to mind when
you think of inclusion?

in·clu·sion

[ɪnˈkluːʒ(ə)n] 

NOUN

1. the action or state of including or of being included within a group or structure:
"they have been selected for inclusion in the scheme"

SIMILAR:

incorporation

addition

insertion

introduction

involvement



- a person or thing that is included within a whole:

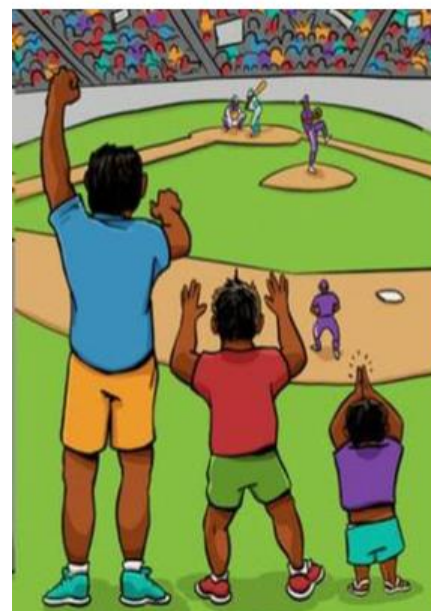
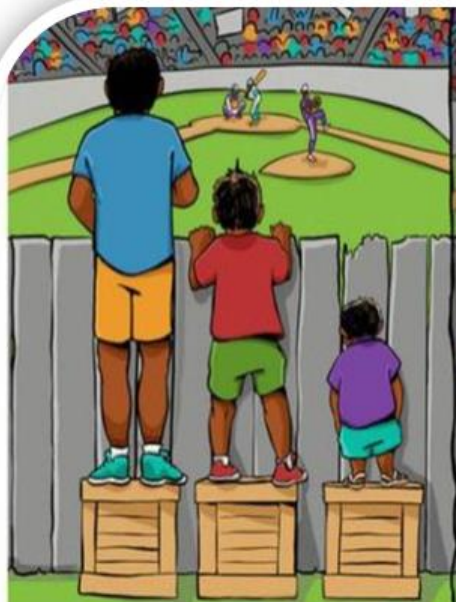
"the exhibition features such inclusions as the study of the little girl"

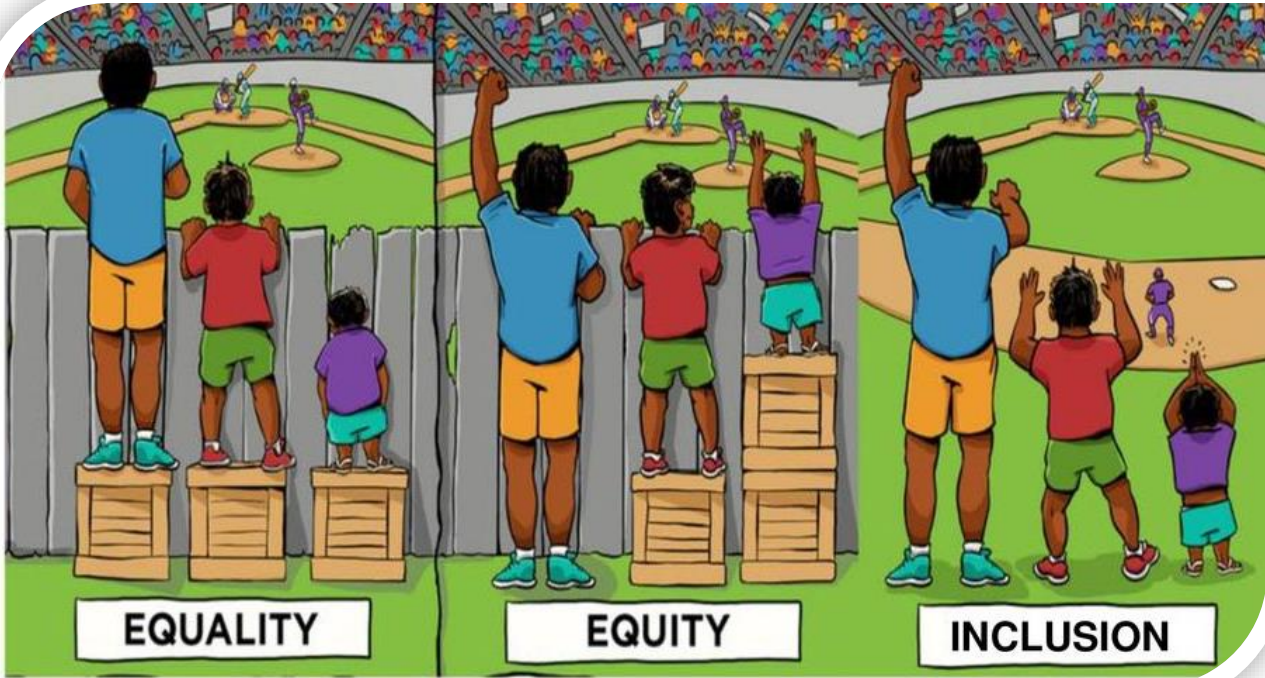
2. the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or intellectual disabilities and members of other minority groups:
"we value and promote diversity and inclusion in every aspect of our business"

3. GEOLOGY

a body or particle of distinct composition embedded in a rock or other material.







Sometimes equity is needed



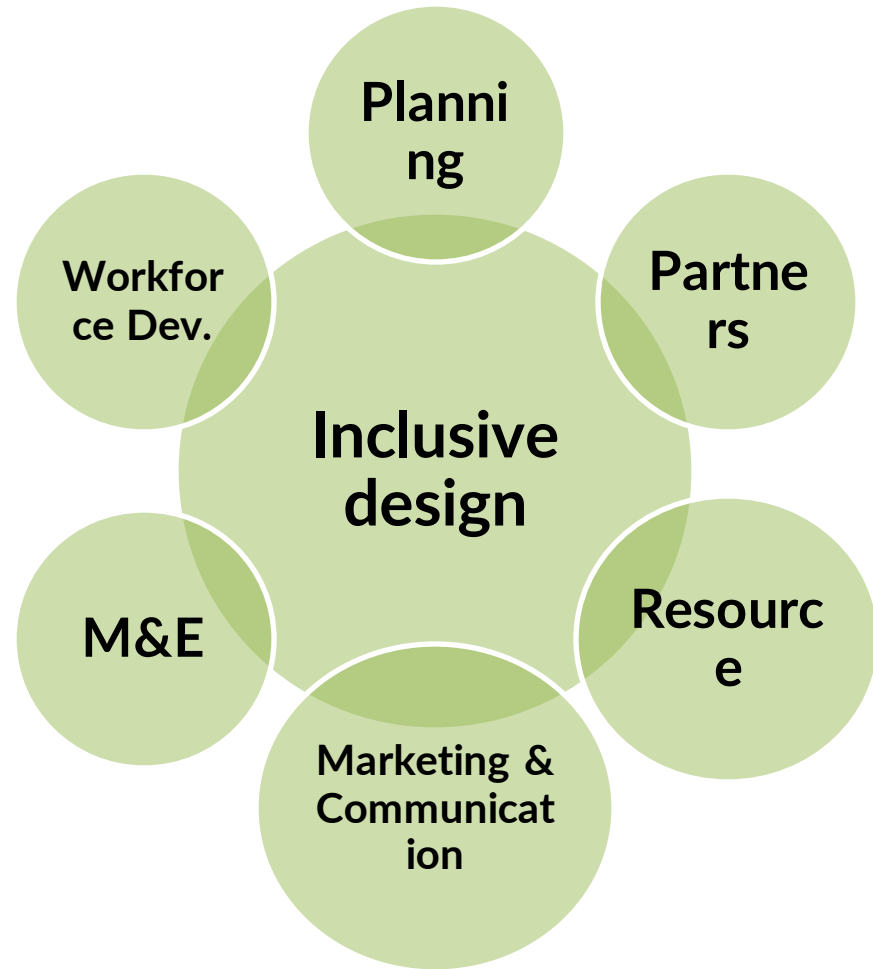
Remember, its also about what can you do to level the playing field - not just mitigate the negative



Inclusive design principles

- **Responsive** – place people at the heart of the process
- **Accommodating** - ensuring the solution is accessible regardless of age, gender, mobility, ethnicity or other circumstances
- **Welcoming** – ensuring any barriers that might exclude are removed
- **Flexible** – ensuring different people can use it in different ways
- **Convenient** – ensuring everyone can use it without too much effort or separation
- **Realistic** – offering more than one solution if needed

Embedding inclusion
into all stages of the
development process



• The challenges of diversity and inclusion in the workplace

- Inclusivity in the workplace can be challenging. People have different requirements and different things that are important to them.
- Some challenges you may face are:
 - Communication
 - Unconscious bias
 - A lack of trust
 - Trying to tick a box
 - Discrimination
 - Hostility in the organisation
 - A lack of senior buy in

Inclusive Profile Continuum



Inclusion allies – actions

Inclusion Allies are:

- Educators / learners
- Inclusion role models
- ‘Call in’ exclusionary behaviour
- Actively drive inclusive culture change

Inclusion Allies are not:

- HR
- Therapists
- D&I specialists

Inclusion allies - behaviours and attributes



Openness and
curiosity



Willingness to
learn



Listening



Bravery +
diplomacy



Open to
feedback



Application /
action

The way forward: genuineness and authenticity

- Expect the stress response to 'tricky' topics
- Don't agree to anything in a rush
- Listen twice as much as you speak
- Create space: aim to respond not react
- Engage higher order thinking skills: creativity, curiosity, collaboration

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.

Viktor Frankl

Top tips for inclusion

- Understand the “Purpose/Goal” of inclusion for your organisation
- Communicate **areas of training you might need**
- Understand the “Why” of inclusion for your organisation
- Benchmark - be honest about where you and your organisation is on their inclusion journey and how to take it to the next step
- Understand the culture – what is your data telling you? What are your employees telling you? What is your reputation?
- Engage with stakeholders – Inclusion concerns everyone! Ask questions and get feedback
- **Keep learning and challenging**

If you could have one wish to improve our work around inclusion, what would it be

My inclusion wish is to have some local examples of great inclusion work to celebrate, share and learn from

To encourage more people to be inclusive and think more outside the box when thinking of inclusion

Harnessing the inclusion opportunity

- What are your corporate objectives?
- To what extent does inclusion feature in these objectives?
- Are there opportunities to extend this?
- To what extent are you already harnessing inclusion to help you meet these (the 'how')?
- Are there opportunities to further enhance the inclusion dividend?



Where do we go from here?



1. Look at the bigger picture



2. Build accountability



3. Be prepared for the journey



4. Connect to the purpose



5. Engage allies

Inclusion is not on
a deficit model.

Inclusion includes
YOU

Be curious

Comfort Break - 10mins

Leap[®]



SPORTS EDUCATION WEEK
MONDAY 13TH - SUNDAY 19TH
FEBRUARY

Sports Education Week is dedicated to providing CPD courses related to sports development and coaching.



REGISTER NOW!



aitc.org.uk/sport-education-week



Table Briefings...

Table 1 - Monitoring and Evaluation Tool briefing

Table 2 - School Games new format/sports/activities

Table 3 - Better Points

Table 4 - AiC Cycling Forever project

Table 5 - Cost of Living support

Feedback & Round Up

Partner Forum 2023 Dates

11.00-13.30 14th June

11.00-13.30 18th October

The logo for Leap, featuring the word "Leap" in a white, stylized, sans-serif font with a small white star above the letter 'p'. The logo is positioned in the bottom right corner of the slide, which is partially overlaid by a red curved shape.

Networking Lunch

Forever Cycling Demo

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Join the movement and Leap with us



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