

# Reactions to Exclusion and Inclusion

## EXCLUSION

- People feel "apart from"
- People may hide parts of themselves
- People may be quiet and not share their ideas and perspectives
- People may be fearful of participating
- People feel ignored
- People take time and energy trying to be accepted
- People do not come back
- People give up trying to make a difference

## INCLUSION

- People feel a sense of belonging
- People feel others are interested in them
- People feel their opinions and ideas
- People feel they are given opportunities to contribute
- People feel included in decisions that affect them
- People feel they are included in communications
- People feel their differences are seen as positive, as assets
- People want to participate
- People can bring their whole selves to their participation

*Adapted from Progroup Inc.*