

# How to build a diverse and inclusive team and project



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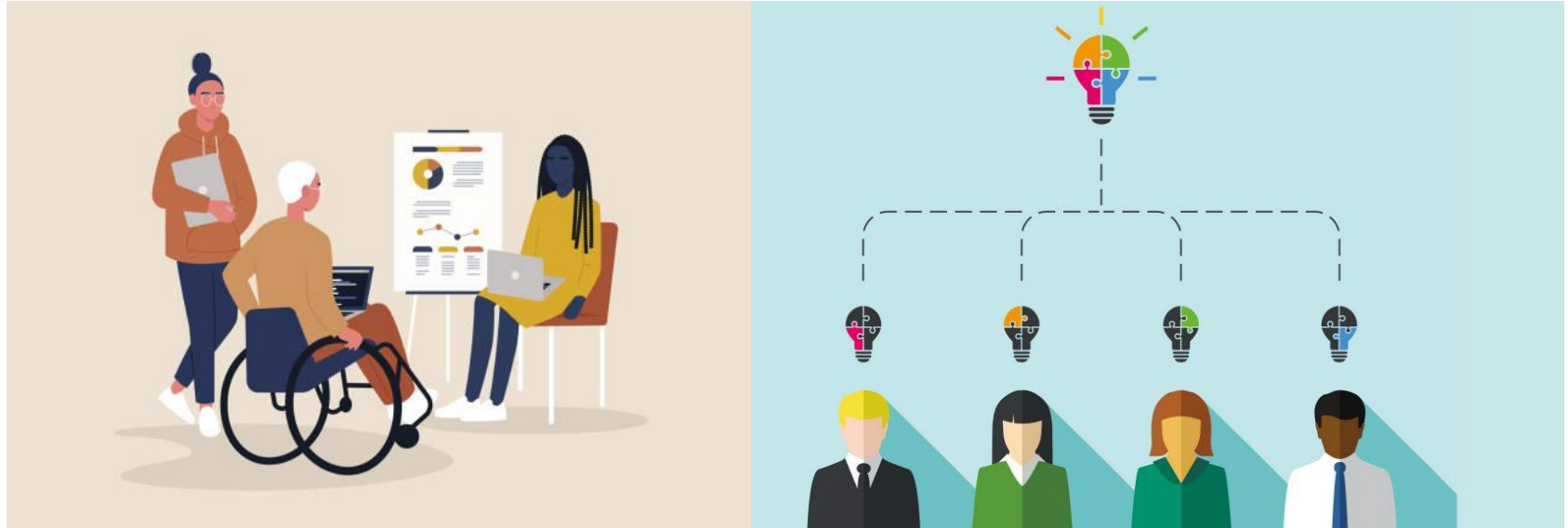
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A decorative horizontal border consisting of a repeating pattern of small, colorful diamonds in shades of blue, orange, yellow, and pink.

## How to build a diverse and inclusive TEAM

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## Reach out to underrepresented groups..



**Diverse teams are successful teams!**

## Equitably distribute roles and responsibilities..



**Make sure everyone's voice is heard..**



**Everyone's contributions are recognized..**

## Make reasonable adjustments..



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## How to build a diverse and inclusive PROJECT

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## Some guidelines to building an inclusive project

- **Use inclusive language**
- **Share your work in an accessible way**
- **Take care of demographic representation in surveys**
- **Think about impact of project on local communities**

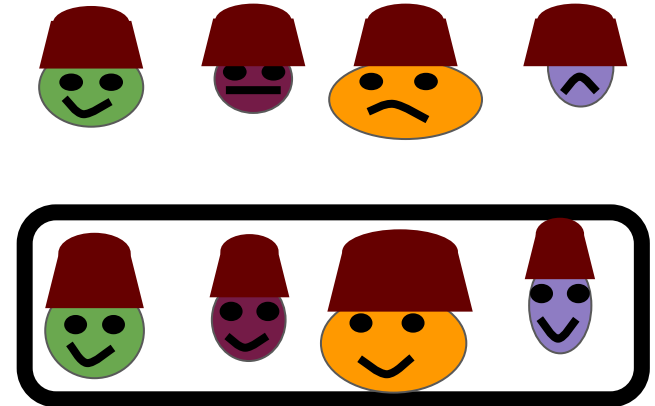
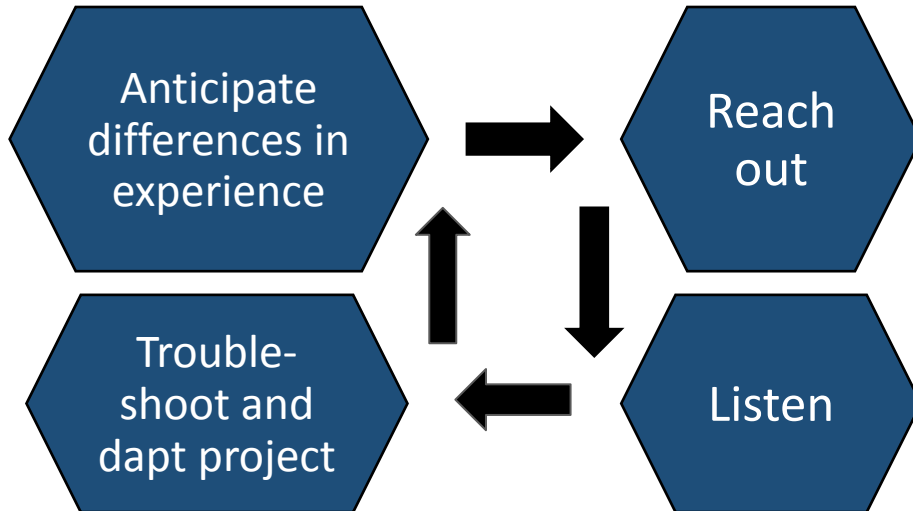
A starting point but not a tick box exercise





## “Nothing about us without us” - inclusion at ALL stages of project

Remember there is no default experience in how your project will be perceived, consumed, desired, or understood



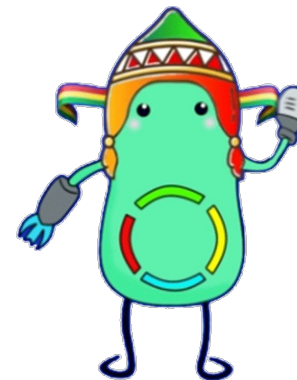
## Inclusivity award winners



Rochester 2020



PYMS GZ China 2020



Bolivia 2021

# We work 'FOR' and 'WITH' the teams!



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