

We are located in Whistler BC, Canada. Our mission is to spread the word on the Power of Play and explain how when we play we are not only meeting human needs but also increasing productivity.

Learning goals?

## Ground Rules

- 1. Everyone builds
- 2. Trust the process
- 3. Tell your story (from your heart)
- 4. Listen generously
- 5. Question only the model
- 6. If you say it's a duck, it's a duck
- 7. Have Hard Fun

Review the Ground Rules for LSP – and remember the underpinnings for this approach are all inclusive and aid in the process of inclusive design.

Directions: Build a Tower use to illustrate diversity of thinking (second round is to modify and tell us– who are you what is your work)



What does inclusion mean to you? Change your tower to explain this.



# Learning Outcomes

---



Define what we mean by inclusion and diversity



Consider the current situation around diversity



Review best practices that can change culture



Analyze the power of our language and it's impact (and unintentional consequences)



Identify how inclusion and diversity can become creative mindsets



Ideate in 3D



Design prototypes with cards and bricks to share ideas

These are the outcomes for this session.

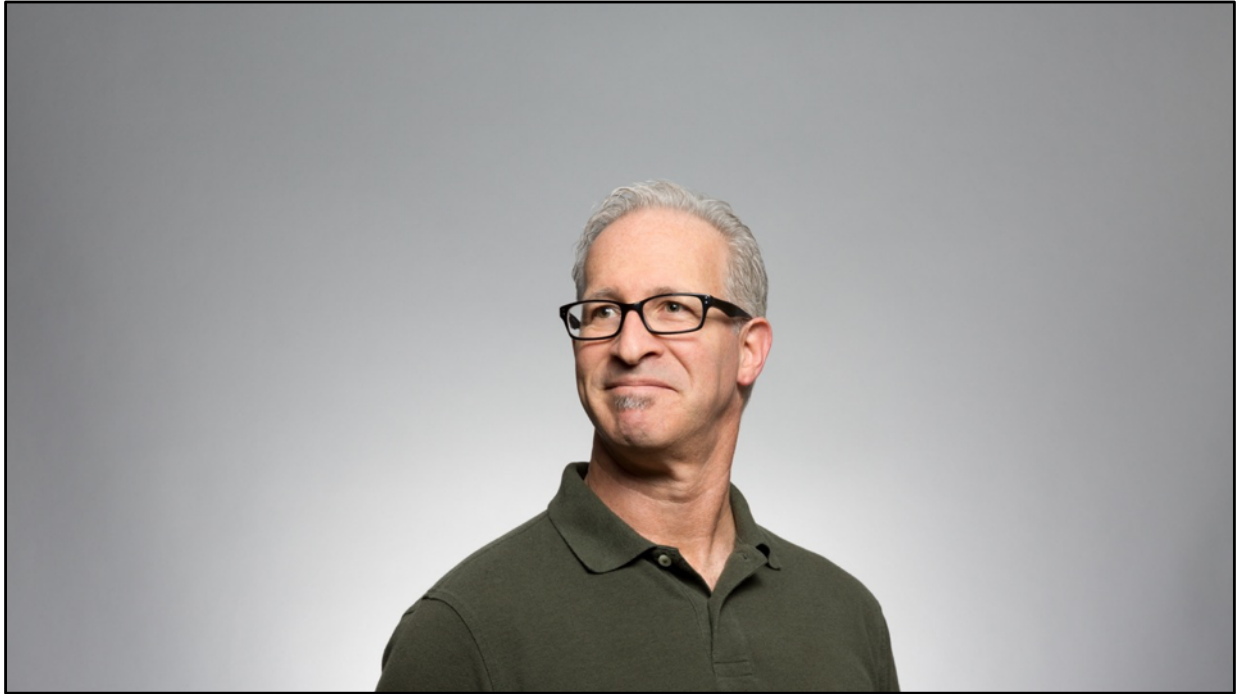


In the past people were teased for wearing glasses, now they are a fashion statement. How Might We make all assistive devices this main stream?



Assistive devices is a term used for products that help to level the playing field ...  
glasses, hearing aids, wheelchair, computers.  
This person using this wheel chair is only disabled if we take away his wheel chair.

Now Think about a wheel chair ramp – who also uses this?



“By age 65, 40% of the population will have a disability that impacts major life activity”

-Centers for Disease Control and Prevention  
Press Release, August 16, 2018



43% of the population (excluding those living in institutions) will experience a disability by age 75 with the average onset during early 40's. 80% of people with disability will use an assistive device”

-2012 Canadian Survey on Disability



Using the 3D Diagnostic Cards, pick one that explains a time when you felt excluded and share with a partner.





**8 Best practices to change internal culture:**

**1. Establish a sense of belonging for everyone**

How might you make inclusion and belonging part of your culture?



## **2. Empathetic leadership is key**

Think about how empathy might be a powerful value in your organization





### **3. A top-down approach isn't enough**

Consider how stakeholder engagement might be a game changer for your organization and how when things just come down from the top they don't have meaning.



#### **4. Quotas don't automate inclusion**

Hiring goals may boost diversity numbers, but this won't automatically create an inclusive culture.

What happens after someone is hired – how can the hiring practice translate into the day to day practice?



### **5. Inclusion is ongoing — not one-off training**

Inclusion and diversity training is not an off site, but an ongoing effort through microbehaviors that communicate diversity and inclusion every day.

What can be done every day to include?



## **6. Maximize joy and connection, minimize fear**

People are wired to respond to fear – we fear what we don't understand. We are afraid of different.

How might we lower fear and maximize job through inclusion?

How could all employees feel they they are part of the organizations goal to include?





### **7. Forget 'fit' and focus on helping individuals thrive**

Once hired companies often give people the idea that they need to fit in or that they won't be included. This breeds fear and resentment. How might we take advantage of all voices to use diversity as a creative thinking booster?

In what ways can all voices be heard – what are the How Might We's...?



## **8. Consider your brand**

**The way we operate inhouse is going to become clear to the outside.**

Companies who don't include will be ousted publicly –think of Google. Inclusion will be reflected in your brand.

- **1. Establish a sense of belonging for everyone**
- **2. Empathetic leadership is key**
- **3. A top-down approach isn't enough**
- **4. Quotas don't automate inclusion**
- **5. Inclusion is ongoing — not one-off training**
- **6. Maximize joy and connection, minimize fear**
- **7. Forget 'fit' and focus on helping individuals thrive**
- **8. Consider your brand**

Build one of these ideas –something that resonated with you.

Tell your story

Now with your team, put the models into a landscape to tell your tables big story about inclusion and best practices.



Find a super hero card and a card that illustrates how you are going to take action on an issue.

1. Strick a super hero pose – find a card and share your learning and action item.





Here is how we say LEGO SERIOUS PLAY in Sign.

Thanks for joining our session – share three words about today.