



Responding to Acts of Exclusion

When you observe an subtle act of exclusion, there are two choices: do nothing and be an ineffective bystander, or act and step into the role of ally. As a Champion of diversity and an inclusive leader, doing nothing isn't a viable option. So, what process/framework can you put into place to help you respond consistently? Here's one example.

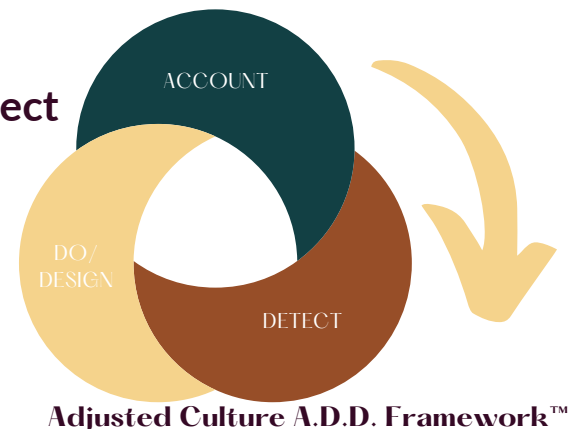
1. Pause the Action

2. Attend to the Immediate Needs of the Subject

3. A.D.D.

- **Account:** Assemble a neutral account of what was said or done
- **Detect:** Detect and evaluate your interpretations and assumptions
- **Do/Design:** Determine what might you do based on your interpretation and how might you design a different response
- Evaluate and **refine**

4. Follow Up and Follow Through



Adjusted Culture A.D.D. Framework™