

Inclusive Groups: Acknowledging and embracing the diversity of experience, perspective, and culture which we are inviting into every Community Group.
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Creating inclusive circles shows the LOVE of God vs. FEAR and SELFISHNESS

I. Individual Realities

- Ladder of Perception
 - Demonstrates there are multiple realities occurring at the same time
- What assumptions are we bringing into community groups?
 - We all have various diversity dimensions (race, ethnicity, parental status, relationship / marital status, faith practices)

II. Why Explore This Subject?

- ABCs of Group Life
 - Accountability - Belonging - Care
- In order to better convey or express love to those experiencing groups
- To combat fear

III. Why Don't We Want To?

- Fear - fight or flight
 - Fight - you are wrong, I am wrong
 - Flight- avoid, ignore, pretend differences don't exist
- We don't want to be put in a position to defend ourselves
- It's uncomfortable
- If I acknowledge, then I may have to do, accept, or believe something different

IV. How?

- Expect diversity of lived experiences, attitudes, perceptions, thoughts, and actions and be OK with it
- Live in the space of process over outcome
- Pursue understanding rather than solving or eliminating difficulty (or differences)
- Statement of value: "Tell me more" I'm curious and I want to understand.
 - Belief that underlines it
 - What am I missing?
 - There is something to understand - people are not just crazy.