

Inclusive Engagement Requires Design

Not just intention

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There are times when **inclusive engagement is required**

In compliance work - identifying barriers

In policy and planning - engaging identity-based communities

In sectors with workforce shortages - to understand why people are leaving



The **goal** is clear:

Understand **lived experience** in a meaningful way.



Engagement is often designed around:

- Tight timelines
- Limited budgets
- Standard formats

The outcome is predictable:

- The same voices show up
- The same perspectives are captured
- The same conclusions are reinforced



What **inclusive engagement design** looks like:

- Targeted, **identity-specific** approaches
- Partnerships with **trusted** community organizations
- Multiple **ways to participate**
- **Space** to participate safely
- **Alignment** between facilitators and participant communities



Better design changes outcomes.

Stronger insights.

More credible decisions.

More realistic strategies.



**When inclusion is required,
design matters.**

