



Towards Inclusive Practice

Including Everyone.

A project by:



Inclusion Australia

Power and Trust Tip Sheet





Tip Sheet: Power and Trust

Inclusion Advisors shared these top tips for thinking about power and trust. Use these tips:

- When planning to engage with people with an intellectual disability
- Before a meeting or consultation to prepare yourself
- After a meeting or consultation to evaluate your experience

We encourage you to treat this as a learning and growth opportunity and to use this resource as a guide to move towards more inclusive practices.

Thinking about power

- Power dynamics can make people feel intimidated, especially if meeting someone for the first time.
- Think about what might make you seem powerful to other people and make changes if you need to. This includes the clothes you wear, any uniforms, lanyards or work badges
- Think about the way you speak. Are you using everyday words?
- Provide all meeting materials and information ahead of time so people can prepare.
- Organise the supports that people need to attend and contribute.



- Make sure the meeting materials and content are easy to understand for all people.
- Be on time and make sure the meeting does not run too long or too short.
- Make sure everyone in the room has the opportunity to contribute.
- Actively listen to what each person says in the meeting and respond appropriately.
- Allow for breaks, extra time when needed, and for people to have time to think when they need it.
- Be aware of people's energy and body language in the room and make an effort to respond
- Think about how you would feel in the same situation if the roles were swapped.



Thinking about trust

- Active listening is important in building trust. Listen to what people are saying and reflect it back to show that you are paying attention.
- Take the time to remember people's names and any details they want to share. This will help connect with the group and build a rapport.
- Tell everyone what your role is, both in your job and in the meeting.
- Be clear why you are meeting and what you will do with the information that comes out of the session.
- Be honest about what is and is not possible to do and what people can influence.
- Make it clear that contributions are valued and explain how they will be acted on.
- Communicate clearly and do not withhold information.
- If a situation happens where trust is damaged, recognise this and take steps to make things better (or have a plan to do so).

WHAT WILL YOU DO TO BE MORE

INCLUSIVE?

Reflective practice activities – power and trust

- What does power mean to you? Do you have power in your role?
- What things about you might make you seem powerful to others?
- What can you do to reduce the power imbalance when meeting or consulting with people with an intellectual disability?
- How do you show you are ‘active listening’?
- People may give you feedback or make decisions that you don’t agree with. How will you address these in a respectful way?