



Diversity and Inclusion

Conversation Guide



Introduction

Welcome to the Diversity and Inclusion Conversation Guide.

The film has been created to demonstrate good and poor coaching practice. It follows the story of a young coach, Sabrina, who is embarking on her coaching journey and faces a number of challenges along the way.

This guide will support you in discussing, debating, and reflecting on the coaching styles used and the environment portrayed in the short film “Where is the line?”

We have created the activities to enable you to work through them in a variety of ways; on your own, with a colleague or friend, or in a structured group at a workshop.

We hope you enjoy the film and find this guide helpful.

Tip: Before continuing this part of the guide, watch the replay moment [‘Mix Things Up A bit’](#) taken from the short film “Where is the line?”.

The essence of diversity and inclusion is for everyone to feel included, that they have equal opportunities, and that the environment is equitable.

- 1. In the clip, Sabrina is covering Vincent’s session. What difference do you see in this session, led by Sabrina, compared to Vincent’s sessions.**

Make a list of the differences.

Think about: Actions, language, behaviour and impact.

Consider: How are diversity and inclusion embraced within Sabrina’s approach to coaching?



**2. What moments demonstrate positive diversity and inclusion within the session?
Make a note of the moment that creates the most impact for you.**

Think about: Actions, language, behaviour and impact.

Consider: How does Sabrina create a person-centred coaching environment, where people feel included and equal?

3. Reflect on your own coaching and a) identify how you currently embrace diversity and inclusion, and b) how could you develop your sessions further to include a wider range of people?

Think about: Actions, language, behaviour and impact.

Consider: Including those with disabilities, when language is a barrier and those who represent areas of deprivation.



Next steps

By opening up the conversation and working through the activities in this guide, whether on your own or with others, you have taken a significant step toward making positive change.

We encourage you to continue to be a change maker by;

- Inviting others to watch the film and join the conversation
- Exploring more of the Duty to Care Hub and sharing it across your coaching network
- Plan your next steps, by completing your personal action plan below.

Action Plan

	What's your idea?	How will you make it happen?	What support will you need?
Step 1: Identify an immediate and longer-term idea that you want to action.		Step 2: Action plan what steps you need to take to make each idea happen.	Step 3: Who will you need to work with to make the action a reality.
Immediate action			
Longer term action			