



Radical Inclusion

Reader Resource Guide

"It is only when we truly believe in and practice radical inclusion—a commitment to keep fighting for everyone to be included, no matter who they are, where they come from, and how they show up—that we can begin to experience justice in the world."

—David Moinina Sengeh

David Moinina Sengeh's Seven Principles of Radical Inclusion

These principles are also steps, and while they don't need to happen in the sequence presented, aspects of each are necessary for inspiring and driving lasting change.

1 Identify the exclusion:

You cannot promote an agenda of inclusion if you do not identify, name, and recognize all the ways in which people are excluded, as well as the associated impacts and costs of that exclusion. You must define your terms precisely if you are to see the opportunities that exist for solving the problem.

2 Listen, to understand and learn:

You have to listen to understand how everyone, including the perpetrators, the advocates, the victims, and the silent observers feel, how they are impacted by and how they benefit from exclusion in society, and how they benefit from it. Only then can you begin to build a case for radical inclusion that works for everyone. Oftentimes, the ones you disagree with the most are the ones you should listen to the most attentively.

3 Define your role—why you, why now?

You must define the role of all actors—active and silent; those who are fighting to maintain the status quo, and those who are working to change it. And you must look unblinkingly at yourself. What is it about you and the situation at this time and in this location that make it possible for change to occur?

4 Build a coalition:

You cannot change systems that are rooted in history and culture by yourself. For radical shifts to occur, you need to identify and mobilize a critical mass of allies. You need as many people and institutions to work and fight beside you as you can find.

5 Advocacy and action:

Taking action is the most direct way to enable inclusion. In fact it is the only way; silent advocacy is not an option. You must make a commitment to take the sustained actions that are needed to remove the exclusion you have identified.

6 Adapting to a new normal:

Because change is new, it can be difficult. To make the inclusion permanent, everyone—both the previous excluder and the newly included—needs a framework to respond to, accept, and be a part of the new “normal.”

7 Beyond inclusion:

Once the previously identified exclusion has been eliminated and the new normal established, the best way to solidify it is to immediately identify the next exclusion that needs to be addressed, whether at home, school, your community, your nation, or the world at large. We must always be working toward a more just society by identifying new exclusions and addressing them through radical inclusion.

Discussion Questions

1. How do you define radical inclusion, and why is it so necessary?
2. In the book, David Moinina Sengeh talks a lot about the importance of empathy, calling it “the most powerful tool a leader can have.” Why do you think that it is so important?
3. Can you give an example of how you would utilize one of the seven steps in your day-to-day life?
4. When recommending this book to others, how would you describe the reading experience?
5. How do you engage in conversations with your family, friends, and colleagues to understand how they’re thinking about societal issues?
6. What role do men have in helping make an impact for women’s rights and/or introducing radical inclusion into their circles?
7. There are so many beautiful anecdotes and stories from the book. Do you have a favorite? Why?
8. What do you do\listen to\watch\read for inspiration?

Recommended Reading from
David Moinina Sengeh

The Conversation
by **Robert Livingston**

Dare to Lead
by **Brené Brown**

A Promised Land
by **Barack Obama**

No Room for Small Dreams
by **Shimon Peres**

Born a Crime
by **Trevor Noah**



Inclusion starts with you.

Thank you for joining the journey toward a
more just and equal society.