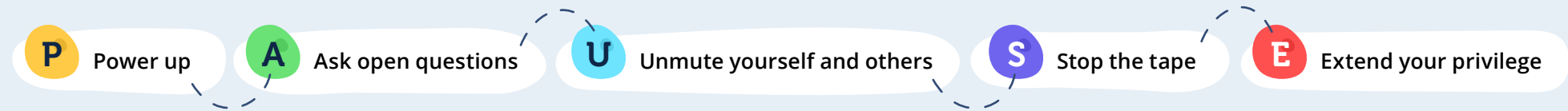


PAUSE... for thought



Pause – reflect – act

The PAUSE model encourages us to look at our personal ecosystem and identify small steps that will shift us from 'passivity to activity'. The model suggests a number of reflective questions as to how we can all become active contributors to a more equal, diverse and inclusive team, organisation and community.

Power up

- Leverage your power as a manager or a team member
- Find a problem to solve or a person you can support
- Challenge poor practice

Ask open questions

- Have a curious mindset about your organisation
- Are all the managers in my department the same?
- Have we got diversity in our teams at all levels of the organisation?
- Are we providing services that are accessible by everybody?
- Recruitment, policy versus practice, promotions and access to opportunity... All are good places to start

Unmute yourself and others

- Express your views and ideas without the fear of being judged
- Understand others by talking and listening more
- Be open to learning from others

Stop the tape

- Do not let political correctness get in the way of honest conversations
- Stop your own tape and uncover your personal biases

Extend your privilege

- Who can I speak up for?
- Who can I help? Who can I help to develop?
- Who can I coach? Who can I mentor?
- Can I make a difference to someone from a minority group?