

HOW TO LEGITIMIZE YOUR STAKEHOLDERS?



1 REACH OUT TO THE
STAKEHOLDERS TO
UNDERSTAND WHAT
THEY THINK AND WHAT
THEY DO.

**ACTIVELY
COLLABORATE WITH
YOUR STAKEHOLDERS
IN COMMON
ACTIVITIES**

2



3

**IDENTIFY AND
MANAGE POSSIBLE
PREJUDICES OR
STEREOTYPES THAT
HINDER RECIPROCAL
KNOWLEDGE AND
COLLABORATION**

**INVITE THEM TO
CONFERENCES OR
ACTIVITIES, ASK
THEM QUESTIONS,
OFFER THEM SPACES
AND ACCEPT THEIR
SUGGESTIONS.**

4



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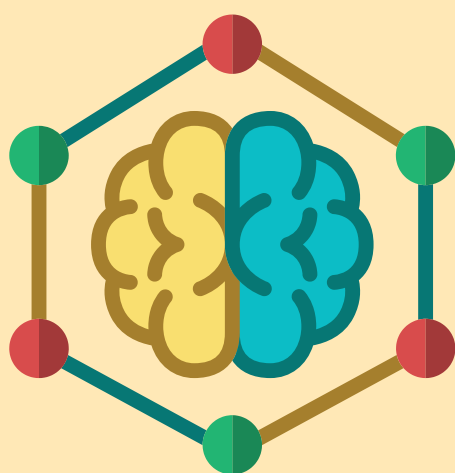
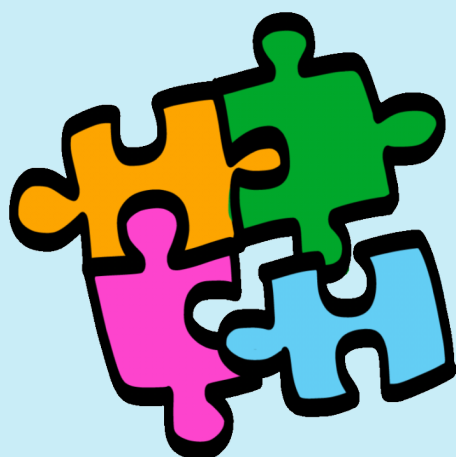
**• BE CAREFUL TO DEVELOP HORIZONTAL
RELATIONSHIPS WITH THEM.**



HOW TO LEARN TOGETHER WITH YOUR STAKEHOLDERS?

LEARNING TOGETHER

Do not invite your stakeholders to teach them something: Learn from them and with them.



SAFE SPACE

Guarantee a safe space for exchange in which each person can express what they know, think or need.

DON'T BE AFRAID OF DIFFERENCES

For inclusion, you need heterogeneity. Don't be surprised or shocked by the differences. Celebrate the diversity of opinion in meetings. Appreciating the difference is more than tolerance.



UNITY IS NOT UNIFORMITY

Positively assess ideas contrary to the "normative" opinion. Encourage dissent (unity is not uniformity). Declare that the other has the right to disagree.



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The path to build a prosocial trust center in a community



1. Confirm the dignity of all stakeholders

- Actively collaborate with them.
- Invite them to conferences or activities, ask them questions, offer them spaces and accept their suggestions.

2. Don't be afraid of differences

- Encourage dissent (unity is not uniformity).
- Declare that the other has the right to disagree.
- Listen without interrupting (to understand the other person).

3. Cognitive empathy

- Train cognitive empathy (understanding why the other thinks as they think).

4. Generate participation with appropriate methods

- Design meetings with a real participatory methodology.

5. Prosocial leadership

- Promote new styles of leadership that are more horizontal and participatory.
- Do not impose ideas, but value the ideas of others.
- Facilitate dialogue between people who think differently.

6. Adequate space and time

- Taking care of the design of the meeting places (interior design, light, comfort).
- Take care of details such as the day and time of the meeting.

7. Social Support

- To create support networks with and between stakeholders:
 - Offer help
 - Ask for help
 - Accept help

8. Give positive feedback to build community

- Know the good practices of others and disseminate them.
- Get inspired by the good ideas of others and recognize them correctly.
- Give thanks when you have learned from someone.

