# Centring Voice Ladder Image Description

A ladder with four steps showing exclusion at the bottom, then tokenism, then consultation and finally at the top, centring voice. Exclusion is described as no people with lived experience are consulted about or involved in the D&I change process which focuses on them. Tokenism is described as a token number of people with lived experience (1 or 2) are consulted about or involved in the D&I change process which focuses on them. Consultation is described as some people with lived experience are consulted about or involved in some parts of the D&I change process which focuses on them. Centring voice is described as a critical mass of people with lived experience of marginalisation is actively and meaningfully engaged throughout the D&I change process which focuses on them.