Building an Inclusive Community
Valuing, Engaging, and Leveraging the Diverse Population We Serve
Building an Inclusive Community

What is an Inclusive Community?

A community that:

- Promotes respect, equal treatment, and equal opportunities for everyone.
- Eliminates all forms of discrimination.
- Engages all citizens in decision making.
- Values diversity.
- Responds to racist and discriminating incidents.

Why are you here? (partner share)
Why is it important?

- Injustice should not be tolerated.
- Each citizen has the right to help make decisions that affect them.
- Diversity enriches our lives.
- When left unaddressed, the tension that builds between rival groups can lead to cyclical injustice.

How inclusive is your community? (partner share)

Factors to consider:

- The types and sequence of strategies should be selected based on motivation and current need.
- What resources are available to support the initiative?
- What institutions and community groups will support or obstruct the change?
- What outcomes do you desire from the initiative?
Steps to building an inclusive community:

1. Assess the demographic landscape.
   
   Notes:
   
   How can you apply this to your community?

2. Create a community council with influential leaders from all demographic groups.
   
   Notes:
   
   How can you apply this to your community?
3. Foster a community culture of inclusion based on cultural competence.

Notes:

How can you apply this to your community?

4. Identify the cultural assets that each group brings to the community.

Notes:

How can you apply this to your community?
5. Resolve conflicts and improve relations within the community.

Notes:

How can you apply this to your community?

6. Examine and change systemic issues that prevent groups from having equal access to resources and opportunities.

Notes:

How can you apply this to your community?
7. Ensure institutional support for inclusion, equity, and justice.

Notes:

How can you apply this to your community?

8. Inclusion, equity, and justice in Public Safety.

Notes:

How can you apply this to your community?
9. Inclusion, equity, and justice in Education.

Notes:

How can you apply this to your community?

10. Inclusion, equity, and justice in Workforce Development.

Notes:

How can you apply this to your community?
11. Acknowledge and celebrate successes.

Notes:

How can you apply this to your community?

12. Sustain relationships, strategies, and changes.

Notes:

How can you apply this to your community?
Personal Action Plan

How will you create your inclusive community?

Strategies for implementation:

Challenges to overcome:

Resources needed:

Potential partners:

Timeframes: