

# 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?



## Question & Answer

Notes:



## Personal Action Plan

**How will you create your inclusive community?**

Strategies for implementation:

Challenges to overcome:

Resources needed:

Potential partners:

Timeframes:

ACTION PLAN			
WHO	WHAT	WHEN	HOW