BUILDING BLOCKS: CREATING INCLUSIVE COMMUNITIES
DIVERSITY, EQUITY, INCLUSION
DIVERSITY

A collection of differences.
Everyone is entitled to opportunity regardless of age, race, color, sex, sexual orientation, religion, national origin or physical disability.

Everyone is treated with respect no matter who they are, where they’re from, or what they look like.

There is one blanketed and over-arching solution to a problem.

Everyone’s needs should be met regardless of barriers.
Everyone having resources they need to be successful

Balancing the playing field for fair competition

Laws and policies being enforced to ensure equal treatment and opportunity
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There being one blanketeted over-arching solution to a problem.

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EQUITY

Everyone having resources they need to be successful

Balancing the playing field for fair competition

Laws and policies being enforced to ensure equal treatment and opportunity
HAPPY NEW HOME
A welcoming environment where everyone has an opportunity to fully participate.

When experiences and perspectives contribute to a culture of acceptance, appreciation, and feeling valued.
STEREOTYPES

Exaggerated assumptions that have gone too far

Satisfy our need to understand

Cell phones, Internet, e-mail, television, radio, newspapers, books, conversations

105,000 words

Internal and external influences

"You don't act like a normal black person ya' know?"
MICROAGGRESSIONS

A subtle but offensive comment or action directed at a minority or other non-dominant group that is often unintentional or unconsciously reinforces a stereotype.
“You’re not like the rest of them. You’re different.”

“You speak such great English!”

“That is so retarded.”

“You are being so sensitive. Is it that time of the month?”

“I don’t even see you as a color.”

“When are you going to have a child?”
UNCONSCIOUS + BIAS

The part of your mind that contains feelings and ideas that you are not aware of and cannot control.

An unfair and irrational preference that influences your judgment and treatment of others.
EXAMPLES OF BIAS

Blind auditions

Hurricanes

Names

Occupations

“You remind me of someone I know…”
By 2050:

- The White population will decrease 49%
- The Hispanic population will increase 30%
- The African-American population will increase 15%
- The Asian population will increase 9%
- American Indians and Alaskans will increase 2%
- The immigrant population of 1.5M will increase to 2.1M
BENEFITS OF AN INCLUSIVE COMMUNITY
INTEGRATION

The creation of a welcoming and inclusive community that creates a sense of home and belonging

Respect and preserve the current culture

Step outside of your comfort zone and take a risk

Not for everyone.
AN INCLUSIVE COMMUNITY...

Appreciates differences. All differences.

Provides full access to resources, and promotes equity and opportunities.

Engages residents in decision-making processes

Collectively eliminates all forms of housing discrimination

Responds quickly to incidents
Triage

Have key players already in place, but one spokesperson (Typically a Mayor, Council Member, Police Chief, or Communications Director)

Transparency = Trust

Develop appropriate messages

Host community conversations

Evaluate and create