

BUILDING BLOCKS: CREATING INCLUSIVE COMMUNITIES





**DIVERSITY, EQUITY
INCLUSION**

DIVERSITY

A collection of differences.



EQUITY

A quilted banner with the word "EQUITY" in white, bold, sans-serif capital letters on a black background. The banner is bordered by a dense, colorful pattern of small fabric squares in various colors and patterns, including blues, reds, greens, and whites.

NOT

A quilted banner with the word "NOT" in black, bold, sans-serif capital letters on a red background. Below the red section is a white section with a black brick pattern.

EQUALITY

A quilted banner with the word "EQUALITY" in white, bold, sans-serif capital letters on a black background. The banner is bordered by a dense, colorful pattern of small fabric squares in various colors and patterns, including blues, reds, greens, and whites.

LADIES V
61 SHELDON
ART PR
EQUITY M
ELIZ
V
ART PR

EQUALITY

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 blanket and over-arching solution to a problem

Everyone's needs should be met regardless of barriers

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

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♡ ♡
HAPPY
NEW
HOME ♡ ♡



GREENHOXIE



INCLUSION

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

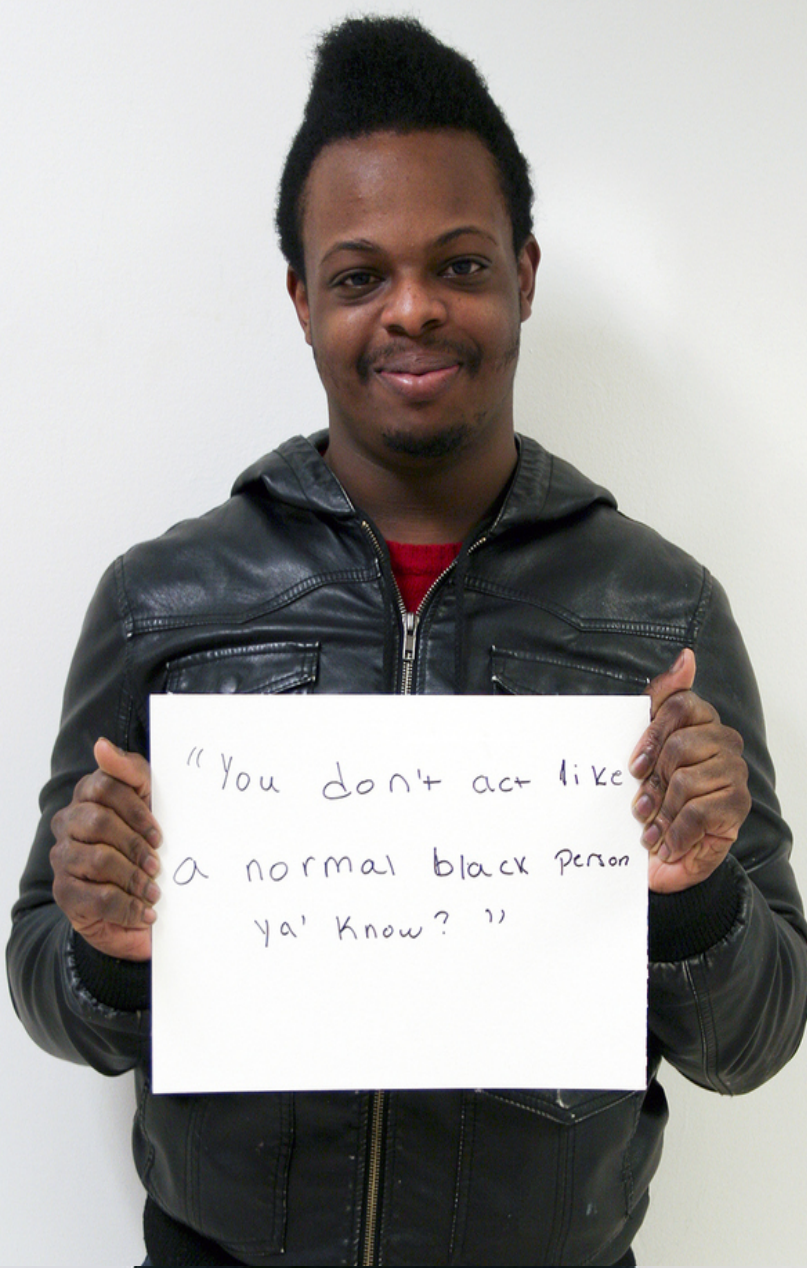
**Exaggerated assumptions that
have gone too far**

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 person wearing a dark blue long-sleeved shirt is holding a white rectangular sign with both hands. The sign has the question "Where are you really from?" written in black cursive handwriting. The person is standing on a light-colored wooden floor against a plain white background.

Where are
you really
from?

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

MICROAGGRESSIONS

“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...”







CURRENT TRENDS

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





Justice for Mike Brown NOW

INJUSTICE MAKES LAW RESISTANCE IS OUR DUTY

WE WANT JUSTICE

WANT AN ARRESTMENT

DO NOT CROSS

POLICE
SHERIFF COUNTY





FLORIDA LIBRARY

LOVE

CRISIS RESPONSE TEAM/PLAN

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

