

Inclusivity Action Group

Goal Statement:

There is a transparent process by which all members of the community, especially clients and consumers, are represented and engaged in policy, decision-making, developing resources, and delivering services. This is based upon a foundation of increasing awareness around and confronting issues of racism, sexism, classism, ableism, ageism, homophobia and all forms of oppression. Ultimately, inclusivity will be the norm in Boulder County resulting in decreased incidences of hate and equal opportunities for all.

Needs & Capacities

Needs/Barriers

- A common definition of inclusivity currently does not exist
- Public pushback against “feel good” legislation (i.e. public policy statements that state a community norm)

Capacities

- Models to promote the spirit of inclusiveness at the municipal level. Example: League of Cities provides models of statements/resolutions. City of Lafayette is moving towards posting a gateway sign that states their commitment to inclusiveness
- The City of Longmont’s multicultural plan
- The Safehouse curriculum
- YWCA Dialogues on Diversity
- Strategies for Ending Oppression

Strategies

Develop Shared Values

- Facilitate discussion to gain clarification on inclusivity. (When we say, “Inclusivity means everybody” what does it mean and look like?)
- Community dialogues: people gather to discuss issues regarding inclusivity and race and ethnicity, sexual orientation, gender, gender identity or gender variance, classism, stigma associated with disabilities, ageism etc. (dialogues are ongoing and not in reaction to a crisis)

Develop and Use a Shared Visual Image

- Develop an inclusivity logo that can be added to letterheads and included in public advertisements throughout the county

Disseminate and Maintain Best Practices for Talking About Inclusivity

- Best practices document (i.e. interactive websites for ideas) that provides strategies for creating a common inclusivity definition for public, private and community groups
- Inclusivity language and contacts for compliance are included in public announcements

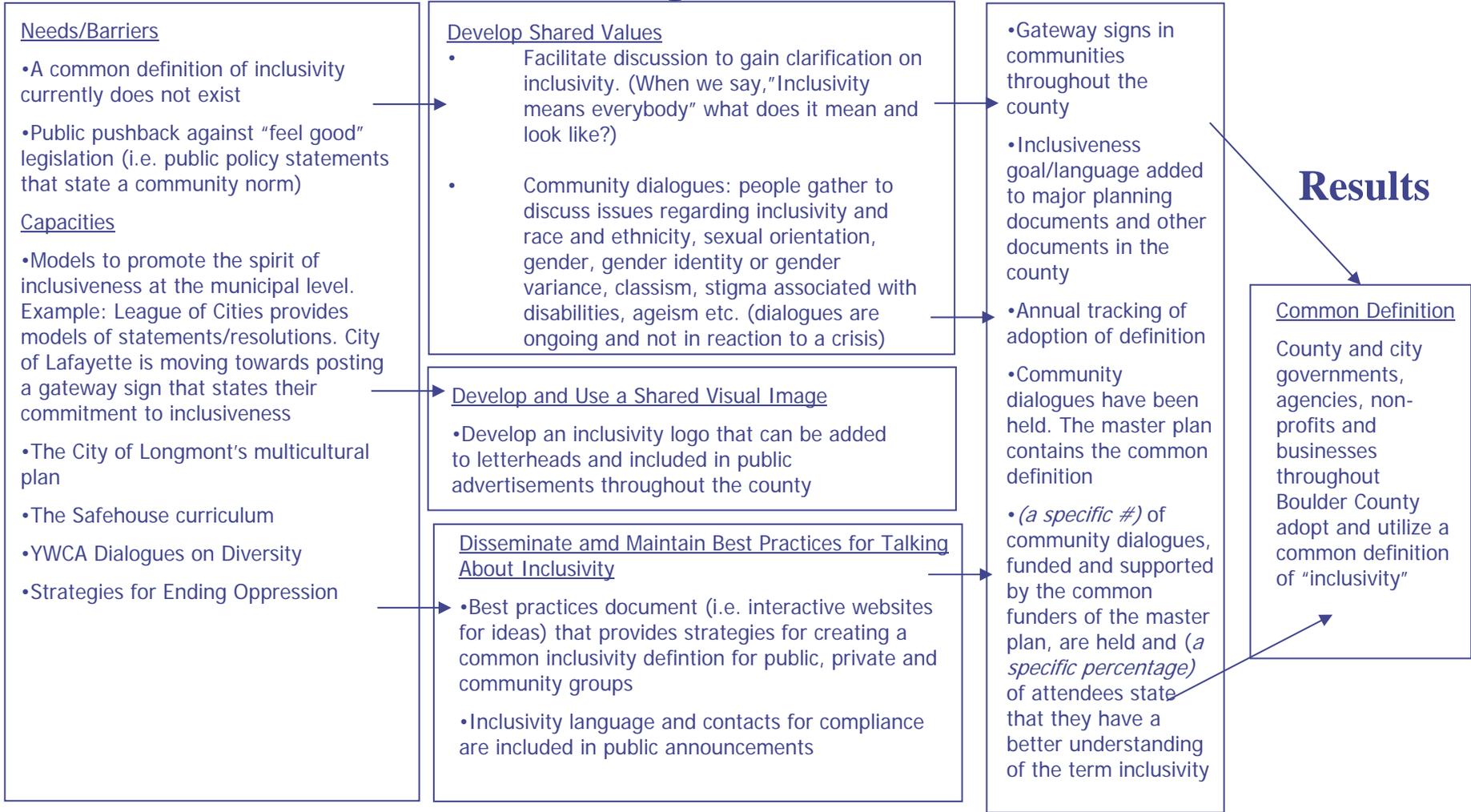
Benchmarks

- Gateway signs in communities throughout the county
- Inclusiveness goal/language added to major planning documents and other documents in the county
- Annual tracking of adoption of definition
- Community dialogues have been held. The master plan contains the common definition
- (a specific #) of community dialogues, funded and supported by the common funders of the master plan, are held and (a specific percentage) of attendees state that they have a better understanding of the term inclusivity

Results

Common Definition

County and city governments, agencies, non-profits and businesses throughout Boulder County adopt and utilize a common definition of “inclusivity”



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Needs & Capacities

Needs/Barriers

- Supports/resources for diverse groups of people to move from boards to commissions to elected office
- Resources for boards to outreach to diverse communities (i.e. translation services, training in cultural competency)
- Economic barriers to participation
- "Invisibility" of some groups (e.g. LGBTQ, mentally ill, undocumented) and respect for a right to privacy
- Community interest and involvement is lacking

Capacities

- Models of advisory councils that currently represent the diversity of the community. (Example: The City of Lafayette has Senior, Youth and Latino advisory groups.)
- Current activity focused on preparing underrepresented groups to serve on boards and commissions. Example: Community Action Program/group developing skills of People of Color to serve on boards
- Expanding Leadership Initiative
- Strategies to End Oppression Group

Strategies

Training

- Train diverse groups of people to serve on boards and commissions and to run for elected office; educate community on how city/county government works
- Train community members to become trainers on topics such as "How the public can become involved in their community" and "How to be inclusive"
- Train organizations and boards on "How to create an inclusive board"
- Development of an inclusive curriculum for elected officials

Pipeline

- Create a safe, supportive, open and honest environment that supports involvement and participation of diverse groups of people at all levels and stages
- Mentor specific individuals to move up the pipeline (i.e. from boards to elected office)
- Support for individuals in new positions

Identify barriers to participation and provide support

- Assess organizations' (including elected bodies) representation and gaps
- Ask target communities to identify barriers to participation
- Create pot of funds to support participation of diverse groups. For example, when planning budgets include expenses for childcare, eldercare, transportation, interpretation and services for those with disabilities
- Create a campaign fund to support diverse individuals running for elected office or campaign reform to limit the amount spent on such campaigns
- Support elected officials that adhere to values of inclusivity

Benchmarks

- Track diversity of elected officials, boards, commissions, agencies, hired employees, non-profits and businesses, and clients served
- Funding entities have money to support organizations inclusivity training
- Track indicators annually to measure progress towards implementation
- Diversity in election pool
- The Community Foundation does an assessment of non-profits on inclusivity

Results

Representation

County and city governments, agencies, non-profits and businesses throughout Boulder county are representative of the communities they serve (i.e. ability/disability, GLBT, age, gender, race/ethnicity, class etc.) and have created an environment that is welcoming and aware of the value of inclusiveness

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Strategies

Results

Needs & Capacities

Needs/Barriers

- Build capacity to provide training and coordinate training efforts
- Need better information sharing in the community about resources, opportunities, decision-making meetings)
- Identify specific barriers
- Politics between counties and municipalities

Capacities

- There is baseline information available regarding indicators of inclusivity (e.g., ELI Report by the Community Foundation)
- City of Longmont Multicultural Plan
- Consortium of Cities
- Community Advisory Boards

Trainings

- Develop a registry of cultural competency-type trainings that are available for a cross-sector of staff (public, non-profit and business)
- Create pot of funds for groups (non-profits) to do trainings
- Create pot of funds to ensure access to trainings (childcare, eldercare, disability services, interpretation services, etc.)
- Identify strategies to address "push-back" to inclusiveness
- Entities that currently offer training on inclusiveness and diversity open their trainings to everyone

Resources and Implementation

- Develop shared measures and coordinate efforts to measure and track inclusivity
- Funds for ongoing assessment of inclusivity

Guidelines and Best Practices

- Develop guidelines and best practices for addressing the needs of all groups
- Provide technical assistance to non-profits and agencies, both public and private, to help implement best practices in service delivery and coordinating services

Addressing Barriers

- Develop advocacy/networks for people when they don't receive access and/or have complaints
- Develop a common resource
- Encourage collaboration that focuses on serving the needs of the underserved

Sustainability

- Create a network to advance and expand inclusivity,

Benchmarks

•Community report tracks indicators that measure progress towards implementation of inclusivity in (policies, decision-making, developing resources and delivering services)

•Rewards within the system (money, other resources awards, etc) flow toward those who best reflect inclusive values

•Intergovernmental agreement around development and implementation of a regional inclusivity plan

Action and Accountability

•County and city governments, agencies, non-profits, and businesses throughout Boulder county have operating practices that insure accessibility to all and make decisions that reflect inclusiveness

•Community survey indicates that community members feel they have access to and awareness of opportunities to advise, participate in, and influence policy, decision-making, the development of resources and the delivery of services

•All funders in Boulder county require non-profits show progress of inclusivity as a criteria for funding

•A timeline for the implementation of framework plan is developed

•Services are delivered barrier-free