We share and lift up conversations, insights, and practices that encourage and support anyone working to build a more inclusive and equitable community.

BEFORE YOU BEGIN, KNOW:

- Our frame is local and community-centric. Community is a group of people who are geographically co-located and interdependent.

- The community already has all the assets it needs to become more inclusive and equitable. The orientation we bring is asset-based vs deficit-based. We honor and build on existing good work and progress.

- Broad-based community inequity is a wicked problem. One that is never fully solved. The problem definition depends on how you see the problem. Every action impacts another part of the problem. Progress is both value-centric and fact-centric, requiring many small iterative adjustments.

- The work of equity and inclusion requires both technical and adaptive leadership and solutions.

OUR WEBSITE
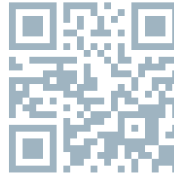
OUR PODCAST
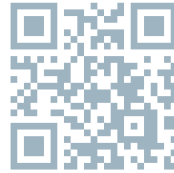
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state ofinclusion

Building a more inclusive world, one community at a time.

SIX PRACTICES FOR BUILDING A MORE INCLUSIVE COMMUNITY

SELF WORK

LOOK INWARD BEFORE LOOKING OUTWARD

- Build the confidence and necessary skills to support and prepare yourself and your team for taking action.
- Increase personal awareness and empathy.
- Surface underlying biases.
- For teams, create shared understanding, leverage shared values, and build trust.

Success You are more capable of serving as a better team member, ally, and leader who is fully prepared and activated for this work.

PROGRAM WORK

CATALYZE SYSTEMIC CHANGE TO ADVANCE COMMUNITY PROGRESS TOWARD EQUITY AND INCLUSION

- Act as a jumpstart or boost to progress.
- Build capacity to enable community progress toward equity and inclusion.
- Pursue a focused set of initiatives or projects to drive toward a more equitable and inclusive community.

Success Measurable progress in priority areas.

SYSTEMS WORK

CREATE LASTING CHANGE FROM THE INSIDE OUT

- Adapt or create policies, processes, practices, and systems that enable key institutions across the community to evolve toward more equitable and inclusive outcomes.
- Diagnose and disrupt negatively reinforcing system elements.

Success Community institutions and systems operating well for all and evolving toward greater equity and inclusion.

GROUNDWORK

PREPARE THE COMMUNITY SOIL FOR THE WORK OF EQUITY AND INCLUSION TO TAKE ROOT

- Reach and touch the hearts of people across the community to inspire and motivate them to join this equity work.
- Build a container for ongoing community-wide learning and unlearning to occur.
- Support healing from past and ongoing trauma.
- Shift community culture and enable the emergence of more inclusive and equitable ways of community interaction and interdependence.

Success More people across the community motivated, engaged, and committed to building an inclusive and equitable community.

COALITION WORK

WEAVE INSTITUTIONS AND INITIATIVES TOGETHER TO STRENGTHEN EQUITY OUTCOMES ACROSS THE COMMUNITY

- Identify and facilitate more community teams and institutions working together to drive progress.
- Create new coalitions focused on equity work. Work with existing coalitions to integrate an equity lens into their work.

Success Increased breadth of institutional ownership, commitment, and interdependence for strengthening inclusion and equity across the community. Increased community accountability to equity and inclusion.

ECOSYSTEM WORK

BUILD EQUITY FASCIA FOR THE COMMUNITY

- Create and support the necessary capacity for ongoing community-wide progress toward inclusion and equity.
- Anticipate, plan, and strategize for lasting progress despite resistance.
- Neutralize and de-escalate strong or violent counter-forces.

Success Powerful, lasting, and safe change despite resistance.