



Inclusive Cities Community Feedback Results

March 17, 2018

Herrick District Library

Q1: What does an inclusive city feel and look like?

INCLUSIVE

Everywhere we go we see people who represent the demographics of our population

A city which embraces diversity of all kinds

A black man in an Elsa dress helping a police car in a snowstorm

Not surprised by who you see

Happy

Feels comfortable

Helpful

Friendly

Neighborhoods are multicultural

No neighbors are shunned

Opportunity for all

Obvious welcoming for all with equal opportunities – no walls

A great variety in every way

Welcoming to all

Helpful people everywhere

Warm-hearted

A kaleidoscope of race, incomes, education, accessible housing and food and other resources

Responsive government and opportunities for residents to have ongoing feedback/influence. Better and more transportation options.

A diverse community where people of all faiths, races, orientations, cultures, and abilities are respected and welcomed

Each individual and family feeling seen and valued for who they are regardless of race, language spoken, faith, sexual orientation, resident status, or income. People being in relationship with people from other groups.

Diversity is obvious in many gatherings

All people, everywhere, all the time, perfectly comfortable together

More people of color included in shaping downtown life, businesses, other activities

Seeing more faces at community events/places of various cultures/abilities—this shows they actually feel welcome

A city where every voice is heard and respected and where policy protects the civil rights of individuals

Welcoming to all and looks varied with lots of diversity

A place for all, including race, gender, disability, religions, and the list goes on
When its people are informed and willing to learn more about differences
A kaleidoscope of race, incomes, education, accessible housing, food, and other resources. Responsive government and opportunities for residents to have ongoing feedback/influence. Better/more transportation opportunities
A city where individuals are known-seen-loved-helped and their value is recognized
More accepting community events, helping others with more resources to those in need affordable housing
A diverse community where people of all faiths, races, orientations, cultures, and abilities are respected and welcomed
Each individual and family feeling seen and valuable for who they are regardless of race, language spoken, faith, sexual orientation, resident status, or income. People being in relations with people from other groups.
Safe place to be yourself
No assumption of others' religion or orientation, many colors, life-styles, and beliefs
Everyone who lives here feels at home—their place where they feel valued, no prejudgment by appearance of others
Everyone who lives here feels like this is their place where they feel valued
Diversity is obvious in many gatherings; affordable housing is available
A city that is welcoming to all where no one has to worry about losing their job or finding a place to rent
All people, everywhere, all the time, perfectly comfortable together

COMMUNICATIONS

Conversations start with questions, not assumptions
All perspectives are recognized, heard, and valued
Dialogue between people of difference worldviews/perspectives
Hard conversations the norm
Languages spoken all over
Agree to disagree

VALUES

Value what others have to offer
A city where differences are valued
Compassion
Peaceful
Unconditional love
Peace-loving
Welcoming
Understanding
Un-siloed
Warm and receptive
Connected to one another

A city where individuals are known-seen-loved-helped and their value is recognized.

ACCEPTANCE

Everyone who lives here feels at home – this is their place where they feel valued

Acceptance for all (2)

People are not pre-judged

All identities are equal

Not holding grudges

Not being judgmental

Non-accusing

Non-rejecting

A city which welcomes members of the LGBTQ community

Genuine acceptance

No one needs to hide who they are

No shame

All voices honored/many stories known

Respected (3)

Free of knee-jerk labels based on religion, race, gender, income

Non-assuming

Still get along in unity

Comfort (a sense of belonging) in ALL spaces

Forgiving

Empathetic

Inviting

People don't feel invisible

Supportive

No one forgotten

Valued

Honored as a child of God

No assumption of others' religion and orientation, many colors, lifestyles, and beliefs

Everyone who lives here feels at home (confirmed) – their place where they feel valued. No prejudice by appearance of others.

Everyone who lives here feels like this is their place where they feel valued.

SAFETY

We trust our neighbors

Availability of a safe living environment

No one fears the police if they've done nothing wrong

Safe to be outside at night

Behaving respectfully and lawfully

Acting lawfully

No fear of chance of getting fired or denied housing because of who you are

No fear of losing one's job due to their orientation

No fear of discrimination
Free of fear
Freedom with responsibility
Safe place to be yourself
A city that is welcoming to all where no one has to worry about losing their job or finding a place to rent.

ACTIONS and CONTRIBUTIONS

Gatherings to attract diverse crowds
Having more events or activities for the community to do
More people coming together with resources helping one another out
Neighbors checking on neighbors
Caring for one-another's basic needs
Neighbors talk among themselves, not just wave or say hi
Learning from one another
Sharing with one another
Walkers, bikers, scooters, drivers
City where churches are active in fighting poverty and racism
Intentionally caring
More accepting, community events, helping others with more resources to those in need; affordable housing.

ACCESSIBLE

Accessible buildings
Access in big and small ways (single parents w/o childcare can't come to Inclusive City meeting)
Easy to get around (bus, car, bike, or walk)
All people can get where they need to be - transportation accessibility
Walkable, food-accessible (healthful and affordable foods available to those who don't drive or are homebound)
Accessible
Affordable housing is available

LEADERSHIP

Power is distributed amongst people who visually represent our demographics
Equal representation
People of different heritage/life experience in positions of influence (gov't, business)
Variety of voices heard and valued before decisions are made
Neighborhoods with mixed housing.
Calling out (by those in power) the "injustices" occurring
Repentant and honest about past/current harm perpetrated by those in power
More people of color in positions of power
Inclusion as a priority in community initiatives

CULTURAL VALUES

Cultural equality

ECONOMIC

Not welcoming just for the well to do

People of all races, all income levels mingling

Diverse cultural business

Downtown representative of community

Everyone feels welcome in stores, churches, schools, businesses

We need businesses that don't serve alcohol

BRAND

Foregoing "Michigan nice" for authenticity

Visual representations of the variety of "Hollanders"

More than one way to belong/be a true Holland-er

ACCEPTANCE and ROLE of RELIGION

Sunday mornings are no longer the most segregated time of the week

No assumptions about others' religious beliefs

A city where all faith communities can interact together in a loving manner

Different faiths or worship styles valuing contributions and individuals w/in others

Q. What can we do to achieve a more inclusive community?

GOVERNMENT

Deciding that leadership teams w/o representation of actual community deemed inadequate

More funding for supportive services (like mental health)

Make sure the laws promote exclusiveness

Pass a nondiscrimination ordinance

Anti-discrimination laws now!

Become a sanctuary city

City to pass an anti-discrimination policy

Pass anti-discrimination laws for LGBTQ folks

Change taxation

Train police not to pull over a 12 year old black kid on a bike who had soy sauce.

Stores and businesses in mainstream areas like 8th street are owned by and/or employ minorities

Be ready to listen and learn about the lives of others before planning.

Stop talking and move forward to put our ideas into action

City, churches recognize and repent and work to fix harm and wronging

Enough talk, start putting our ideas into action

Recognize and acknowledge the truth that everyone does not feel welcome

Identify and train individuals with diverse stories to travel pathways into city leadership
Pass a non-discrimination clause which includes the LGBTQ community.
First, I think it will go a long way for City Hall, churches, Chamber of Commerce to admit specific wrongs & hurt in community. Publicly repent and commit to work to change. Start with vulnerability and honesty and then move forward.
Police training sensitivity re: race.
Sanctuary city with outreach programs
Pass anti-discrimination law to protect LGBTQ folks
Find ways for people in power to spend time in marginalized community with people. Potlucks, etc.
Accessible and affordable supported by tax \$.
Promote investment in affordable housing
Pass non-discrimination laws
For City Council to pass an anti-discrimination ordinance and for it to be enforced. Everyone needs to be treated equally.
We need culturally diverse businesses downtown
During the Ian Lockwood series he spoke about lower curbs/specialized pavers to help visually impaired
Fostering empathy; providing education opportunities; promoting events w/focus on inclusion
Suggest ideas for collaboration among Holland and surrounding townships; MACC community enhancement program

PROCESS

Plan ahead
Brainstorm
Invite
Be truthfully friendly
Don't think that I or we are better than anyone else
Don't stare
Be open to everyone
Include a diverse group of people to plan it = outside the box, no walls (housing, jobs)

COMMUNICATION

Official material/websites in more languages
Utilize word of mouth and relational invitations instead of posted announcements & email
Have an email team newsletter where anyone can contribute
City, school, county, state, and federal info in multiple languages; translation services available to bridge gaps
Promote orgs/programs creating inclusive spaces: Lighthouse Immigration, LAUP, Circles, LEDA
Speak out regarding the challenges some people face
A new "We are Holland" campaign with many faces, languages, stories around town
Knowing a story precedes valuing a story.
Be increasingly more welcoming and publicly focus on outreach (ads, billboards, social media)
Continued awareness of "who" makes up our community and information to help people increase understanding.

POLICY

Eliminate housing discrimination

Relax zoning ordinances that limit density

Embrace children at meetings and events

Accessible transportation

Work on more comprehensive bussing

Encourage landlords to be open to renting to everyone

Incentivize investment in affordable housing

More spaces where you don't have to pay to exist (library, central Wesleyan play land

Create more spaces that allow relation across barriers & divides

HOW WE LEARN

Educate

People choosing to engage in learning opportunities about people unlike themselves

Reduced-fee or "free" days at Arts Council, museums, free or reduce school evening events

Educate people that they are welcome in local churches

Share with one another

Collaborate

Education

Look at every element with measures to indicate diverse aspects

Training in dialogue and empathy skills and opportunities to actively practice these skills in groups

Identify and train individuals with diverse stories to travel pathways into city leadership

PUBLIC INTERACTION

Regular and affordable inclusion events (mixers) aimed at building social bridges

Do fun things together

Neighborhood events, city events (national night out) is good, and sat am yoga. We need more events like that, maybe?

Fellowship with one another

Have church people reach out to schools, i.e., Kids Hope

Provide ideas for community enhancement program – goal is to promote collaboration among townships, cities, etc.

A special time to celebrate the many blessings immigrants bring to our community

Engage in a mutual task beneficial to the community

Plan a social gathering

Go out of your way to be friendly

Be concerned for one another

organize get-togethers

Go the extra mile

Keep in remembrance via thoughtful and kind deeds

Consider opening your home with warm hospitality

Help meet needs

Have church people reach out to the needy: food pantries, rent
 Social business that don't serve alcohol
 Possibly more vending events with other organizations with what they might have to offer
 Multicultural and multiracial events
 Plan interfaith activities/events for the whole community
 Celebrate many cultures
 Churches move beyond charity to valuing neighbors and moving forward together
 People rise up who are willing to go out of their comfort zone to really know their neighbors, value them
 and show they care.
 Look for ways to build trust between those in power and marginalized groups, make ways to spend time
 together.
 It starts with me. People need to rise up.
 Include more diverse groups to achieve the goal
 Relax preconceived idea about the other – learn
 Support those different than “us”
 We move from Dutch bingo (how do you connect to me) to a genuine interest in knowing who you are
 (apart from me, but valued by me)
 Be OK being a little uncomfortable
 Be welcoming to all
 Come to terms with our own complicity to being a barrier to change
 Having more vending events with other organizations
 Interfaith and multi-cultural education events.
 Enhancement Program
 Collaboration of multiple community groups (groups that probably don't interact at all, normally)
 Include, value, elevate voices of people of color to other marginalized populations
 More cultural events like multicultural festival
 Interfaith and multicultural education events.

Q.3 What other words might better describe “inclusive”?

Welcoming (6)/Welcoming in every sense of the word
 Diverse (3)/Totally diverse
 Accepted/Acceptable/Accepting (2)
 Caring (2)
 Tolerant (2)
 Embracing (2)
 Holistic (2)
 Equitable (2)
 Respect/Respectful (2)
 Justice/A just city/Just
 Value added/Value acknowledging
 Inclusive/I think inclusive is the word which should be used.
 Friendly/Beyond friendly

Listening
Where differences are valued
Multicultural
A community that feels like home
Harmonious
Without exception
Blanketing
Sweeping
All-encompassing
Enfolding
All possibilities available for everyone
Equal access
Coming together
Being involved
Included
All together
United
Full
Big
Authentic
Committed
Not exclusive
Exclusive
Non-judgmental
Open minded
Transparent
Equal access and invitation
Accommodating
Uplifting for all
Opportunity
Livable
Growth-able
Accessible
Helpful
Celebrating
Honoring
Understanding
Harmonious
A city of seen-known-loved people
Integrative
Hospitable
Magnanimous
Dignified Interdependence (not my original phrase)
Interconnected Community

Sharing
Unifying
Pluralistic
Comprehensive
Me