



## Inclusive Cities Community Feedback Results

May 30, 2018

Lakeshore Nonprofit Alliance

### Q1: What other words best describe “Inclusive” for the communities you serve?

Strong  
Equality is honored  
Age friendly  
Accepting 4  
Accepting of and celebrating differences  
Accepted/wanted  
Open-minded  
Open 5  
Open doors  
Participative  
All-encompassing  
Welcoming 7  
Welcoming of diversity  
All welcome and valued  
Friendly 4  
Approachable  
Leaders are not afraid of diversity  
Inviting  
Curious or learning – know your neighbor  
Withholds judgement  
Genuine  
No discrimination on basis of immigration status, language, skin color, ethnicity, or national origin  
Affirming  
Safety 3  
Feel safe  
Safe place  
All feel safe  
A community that is physically and psychologically safe for everyone  
People of any minority are safe  
Feel heard 2  
Voice  
Heard  
Language access

Embracing  
Embracing differences  
No them, only us  
Helpful  
Informing  
Values  
Acknowledgement  
Integrated  
Accessible  
Everyone  
Community  
Mindful of age, race/ethnicity, sexual orientation, gender, disability  
Evolving  
All, anyone, everyone  
Including  
Inviting  
Engaging  
Neighborly  
Culturally relevant  
Equitable  
Warm  
Hopeful  
Integrated  
Connected  
Opportunities realized  
Represented  
Leading  
Engaged  
Regardless of status, regardless of income  
Diverse  
Diversity applauded, wanted  
Non-judgmental  
Valued  
Kind  
Understood  
Cared for  
Balanced  
Empowered  
Rich  
Creative  
No one left out  
Kind  
A place to belong  
Appreciated

Excited to have them  
Expectancy  
Available

## **Q.2. How can we achieve a more inclusive city/community?**

### **GOVERNMENT**

Open meetings

Create government-sponsored learning circles or know-your-neighbor events

Pass or implement initiatives that have been crafted to address exclusivity

Increase affordable housing availability

Mixed income housing

Invest in public schools

Intentionally recruit marginalized voices

Increase literacy

Promise scholarships for HPS system

Leadership connect topic: Transforming white privilege

Policy changes

Open and responsive to criticism

Leaders that speak about it

Implement/enact previous recommendations made to the city on various topics of diversity and inclusion

Be willing to learn from other cities that have done it.

Laws that protect

Mandate it

Diversity in leadership

More sympathetic and stronger government response to feelings of discrimination of excessive force against communities of color

Spaces where neuro-typical individuals can speak to power/be heard

Different marketing campaigns for city that focus more on diversity of city and not Dutch heritage

Remove access barriers

Government and law enforcement policy

Environment equity-safe, health, environment for all

Can afford to live in community you call home

Housing options-options for housing

Stop the mayor from holding hetero-normative roundtable events

Funding for non-profits more collaborative, less competitive so we can better serve out populations

Cultivate more diverse leadership that represents demographics of Holland

Work with agencies who are working with/as people on the margins

Mandate/honor diversity in key positions

## COMMUNICATION

Information available to all groups

Translated documents

Diverse language forms

Increase language access

Communication

Promote value of Diversity

Education, cultural events, safe community , approachability of public safety, education, publicizing efforts

## HOW WE LEARN

Roberts Rule education

Education/dispelling myths

Listen to people on the margins

Education

Awareness of cultural particularities

Ask questions

Open and honest discourse

Majority groups listen – give voice to the voiceless/under represented community organizations that create opportunities for dialogue (now)

Entities being open to education change, growth in area of diversity

culturally relevant events for diverse populations

Truly want it

De-stigmatize mental/emotional health needs

Embracing multilingualism

Collaboration of different cultural associations (Dutch-Hispanic)

Training for supervisors of all sectors on how to help neuro-typical folks succeed in the workplace

Continued education on diversity as a city/community

Events/education targeted to youngest population

## PUBLIC INTERACTION

Direct and consistent engagement with others

Reach out; say Hi

Intentional conversations and actions

Access to legal advocates to reduce fear or negative experience with legal systems

Multi-cultural learning spaces for adults with low barriers (i.e. provided childcare)

Equal opportunities

Celebrate what makes us different

Host dialogue sessions around differences

Inspire civic engagement with all

Majority groups step back to empower underrepresented

Majority groups recognize and accept their privilege as reality. Keep in check

Representative floor in positions of power  
Events/personal invites