



Build a Culturally Inclusive Community

*Example resource directly from the University of Kansas
Community Tool Box in June 2024.*

<https://ctb.ku.edu/en/enhancing-cultural-competence>

A framework on how to assess the status of your community and how to build a culturally inclusive community, including how to build rapport amongst group members. While a great tool for all communities, for the purpose of ADVANCEing FieldSafety, try to apply a fieldwork lens to the guidelines below.

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- a. Imagine a culturally inclusive community. Depending on your situation, success might look like:

- i. All citizens are engaged in decision that affect their lives.
- ii. People take a stand when groups are targeted with unjust treatment.
- iii. Public policies correct inequalities in the system (e.g., unequal educational opportunities).
- iv. There are bridges and social ties among people from different cultures, backgrounds, and communities.

What would success look like for cultural inclusiveness in your community?

- b. Assess the cultural inclusiveness of the community as a whole, if you have not already done so in your cultural audit.

- i. What cultural groups exist in the community?
- ii. How do these groups function? Consider the interaction of their leaders, their social structure, where they live, what languages they speak, their cultural "rules", their methods of decision-making, and their social, political, and religious gathering places
- iii. How are particular groups seen by the rest of the community?
- iv. Is there, or has there ever been, discrimination?
- v. What's the community's history, including the history of different cultural groups in the community, their relationship with greater community, and their history with each other?

- c. Invite opinion leaders and others from all groups to join in creating a vision of inclusiveness for the whole community

- i. Purposely seek out and invite representatives of many cultural groups to join your efforts to create an inclusive community.
- ii. Many people from different cultural groups should be involved from the very beginning in order to promote equal partnership and ownership in the process.

- iii. Once the group has formed, choose leaders and methods of functioning that build consensus among the members.

Who should be at the table or represented?

- d. Identify a substantive issue from which to build inclusiveness

- i. What is the most important issue in your community that affects people of all cultural backgrounds?
- ii. Identify a common issue that can help bring people of different cultures together to work towards a common purpose

What substantive issues may help bring people from different cultural groups together in your community?

- e. Develop a strategic plan for using that issue to build inclusiveness within a participatory process

- i. Describe long-range goals related to the creation of an inclusive community (e.g., engage all citizens in decision making).
- ii. Describe short-range goals (e.g., development of intergroup relationships, addressing shared issues).
- iii. Describe how you will assess or evaluate progress reaching those goals.
- f. Encourage group members to establish relationships outside the group. Indicate how you will do so including by:

- i. Arranging for culturally diverse groups of people to carry out specific projects together.
- ii. Regular discussions of common ground and similar concerns at public meetings.
- iii. Participation in events and celebrations of different cultures.
- iv. Rotating groups meetings among communities of the cultures represented in the broader community.
- v. Establishing regular social occasions outside the group.
- vi. Actively create a welcoming atmosphere for those outside the group.

Describe ways your organization might encourage individual relationships among members.

- g. Identify the assets that each cultural group brings to the table, and use those assets in strategic planning. For example:

- i. Skills related to visual arts, music, craftsmanship.
 - ii. Experience in political action.
 - iii. Expertise in conflict resolution.
 - iv. Other assets.
- h. Identify, respect, and transform conflicts into improved capacity and relationships in the community. Set ground rules for resolving conflict among members and with the community at the beginning of the effort.

What ground rules for resolving conflict would be important to establish for your organization?

- i. Ensure institutional or systemic support for promoting social inclusion and equity. Indicate how you will accomplish this through:
 - i. Involving representatives from key institutions to participate in the effort from the very beginning.
 - ii. Convincing potential supporters that including marginalized groups is in their best interest economically.
 - iii. Advocating to those with influence through the political power of various cultural groups.

How will your organization ensure institutional or systemic support for your goals in your community?

- j. Acknowledge and celebrate successful collaborative action
 - i. Use the opportunity to promote the benefits of working together.
 - ii. Make the celebration itself multicultural.

Describe how you will celebrate future successful action in order to promote inclusion.

- k. Evaluate your effort to promote cultural inclusion at regular intervals, making needed adjustments
 - i. Evaluate those actions related to accomplishing the group's short and long term goals and those actions related to the process itself.

Describe how your efforts to promote cultural inclusion have been successful.

Describe how you might make adjustments to better reach short and long term goals.

Related resources:

Proclaiming Your Dream: Developing Vision and Mission Statements

Building Inclusive Communities

Understanding and Describing the Community

Understanding Culture and Diversity in Building Community

Promoting Participation Among Diverse Groups

Multicultural Collaboration

Developing an Action Plan

Building Relationships with People from Different Cultures

Transforming Conflicts in Diverse Communities

Rewarding Accomplishments

A Framework for Program Evaluation: A Gateway to Tools