

THE ART OF INCLUSIVE COMMUNITIES: What Does It Take?



Listen

Learn

Believe

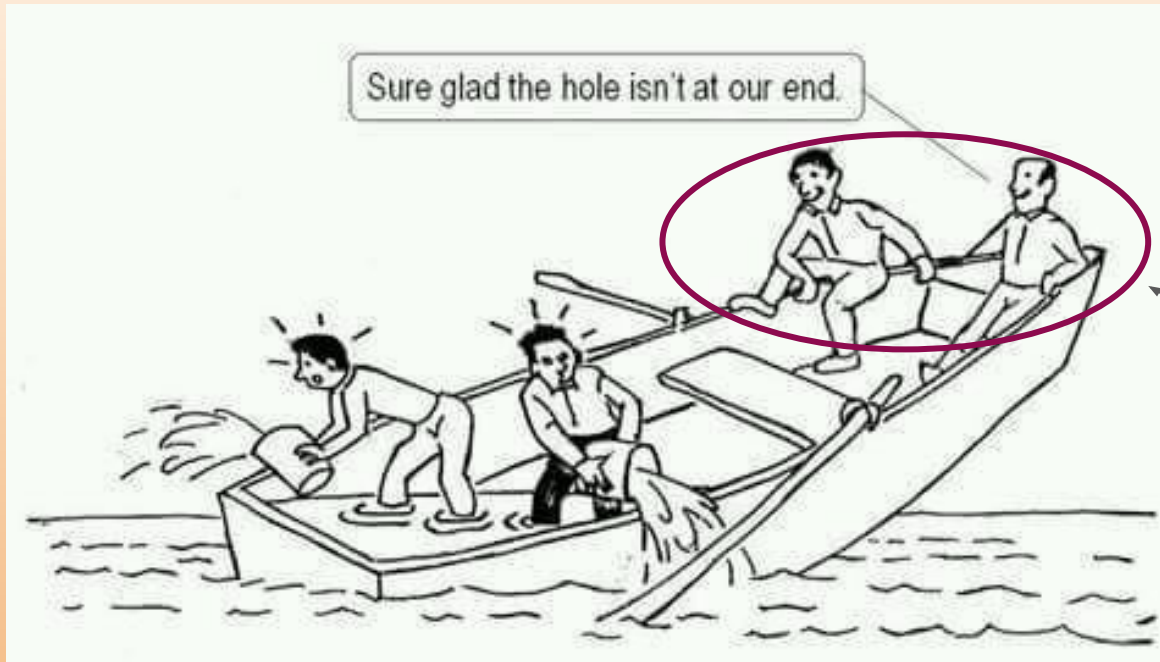
Change

**“TO ATTEMPT SEEING TRUTH WITHOUT
KNOWING FALSEHOOD. IT IS THE ATTEMPT TO
SEE THE LIGHT WITHOUT KNOWING THE
DARKNESS. IT CANNOT BE.”**

FRANK HERBERT

© Lifehack Quotes

Intent vs. Impact



If the intent is to save themselves this certainly isn't the way...



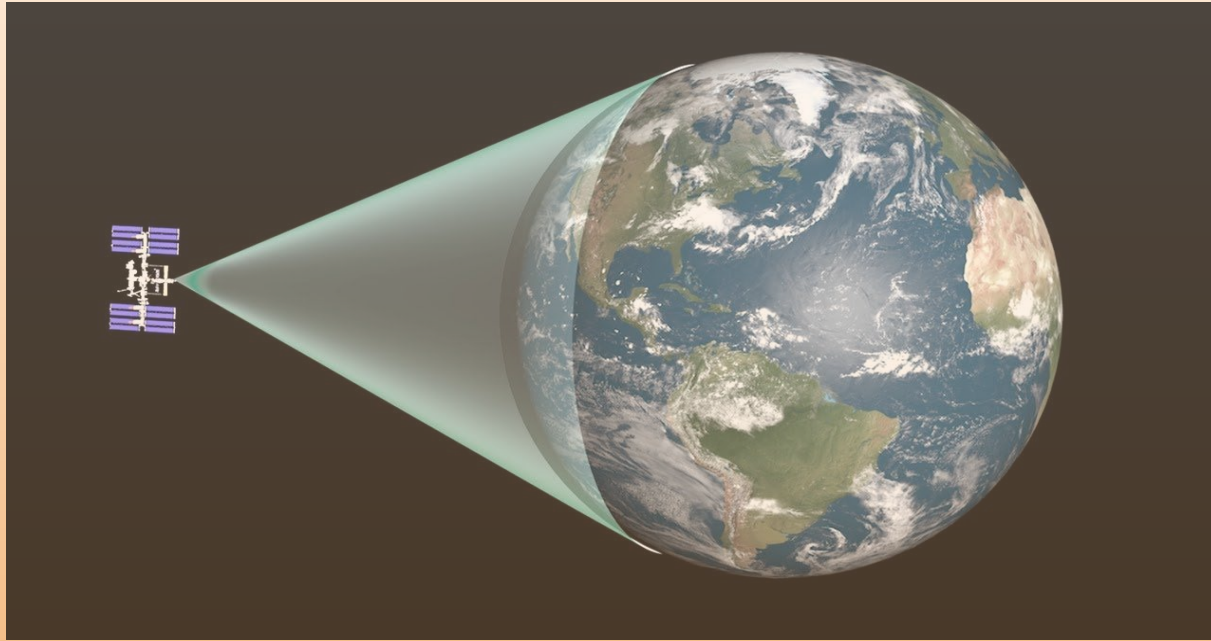
Who
We Are



NOT SEEING

Yet Red is
Always
Making the
Decisions

Point of View (POV)



We only see part and not the whole...

People

WHAT **HAS** BEEN PLANNED FOR



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PLAN FOR TODAY & TOMORROW



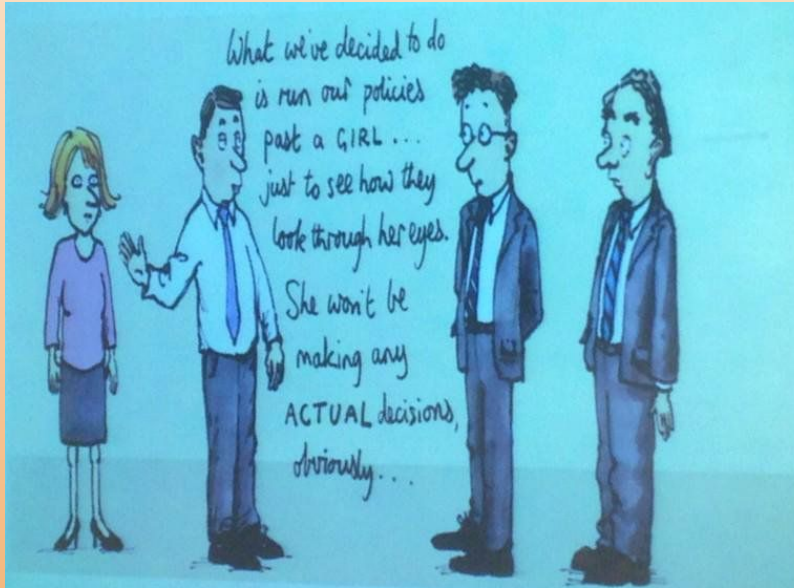
People



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Cultural Consciousness & Inclusive Decisionmaking



I am not interested in picking up crumbs of compassion thrown from the table of someone who considers himself my master. I want the full menu of rights.

QUOTEHD.COM

Bishop Desmond Tutu
African Spiritual leader





Stereotypes About What People Want

12 Things That Make A Neighborhood Truly Great

Nov 2014 / Forbes Magazine

LINK: <https://www.forbes.com/sites/trulia/2014/11/29/12-things-that-make-a-neighborhood-truly-great/#595bbed335f6>

Whose POV: What Makes a Neighborhood



Lifestyle match

Pride in ownership

All great neighborhoods have this in common. Pride in ownership is obvious when the residents, whether renters or owners, maintain their homes and care about their neighborhood. Neighbors participate to connect and create local groups that bring the residents together for the betterment of the area.

Outdoor activities abound

Being close to the outdoor adventures you love can sweeten the appeal of your neighborhood. Being superclose (or within a reasonable drive) to places to jog, sail, or pedal can keep you riding high about your home. Proximity and access to tennis courts and golf courses are also qualities that keep your neighborhood on par.

Whose POV: What Makes a Neighborhood

Family friendly

Lots of other families in the neighborhood are a real draw for buyers with children. There are more opportunities for children to play, socialize, and make lifelong friends. Carpooling groups and other children's programs are much more accessible when the neighborhood is overflowing with kiddos. **(What if they are not white families?)**

Close to public transportation

Easy access to public transportation is a fantastic plus for a neighborhood and an amenity for almost any lifestyle. From a commuting millennial to a retiree who wants to keep the car at home, public transit is a solid upgrade to any neighborhood. **(CHOICE RIDERSHIP...Privilege)**

Whose POV: What Makes a Neighborhood

Great schools

For homeowners and renters with children, great schools top their list of what makes a great neighborhood.

Not only are great schools important for families with children, they also make the surrounding neighborhoods more valuable and more sought after, keeping property values strong.

**(EXCEPT LOW INCOME
NEIGHBORHOODS)**

Low crime rate

Low crime rates give a neighborhood a sense of ease and calm. As safety and security are everyone's concern, crime is a quick way to tell if a neighborhood is improving or not.

You can usually spot a transitional and improving neighborhood by the improvement or decline in its crime rates. **(PROFILING..WE NEED TO REDESIGN)**

Whose POV: What Makes a Neighborhood

Nearby shopping and restaurants

If you want to be part of the hustle and bustle (and don't want to cook dinner every night), having great restaurants, shopping, and markets in proximity is a must!

Walkability

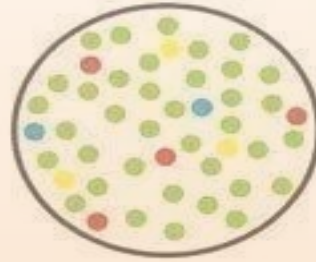
Being able to leave the car keys at home and hit the pavement to walk to markets, shopping, restaurants, parks, and all the other amenities your neighborhood has to offer can alleviate a lot of road rage ... and make you fall even deeper in love with your neighborhood.

Nightlife and entertainment

Is there a nearby town center or downtown with movies, theaters, bars, and nightlife? This could be the one thing that makes your neighborhood come alive. This is a priority for anyone who is young and single, but everyone appreciates a neighborhood where the hot spots are within walking distance, or a short cab ride away.

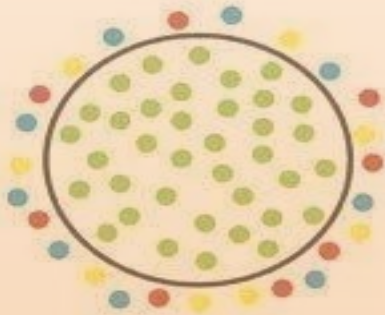
NOT EVEN AN OPTION FOR PEOPLE OF COLOR IN DANE COUNTY FOR ANY OF THESE IDEAS

Seeing the Whole

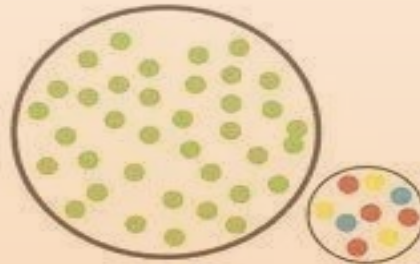


Integration

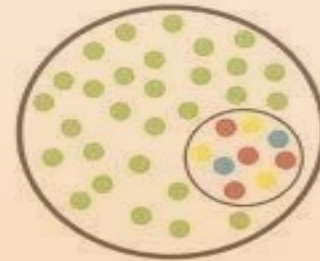
The idea of
belonging
and being
welcomed...



Exclusion



Segregation



Inclusion

What cities
and
community
typically look
like

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A staircase diagram with four steps descending from top-left to bottom-right. Each step is a square with a different color and contains white text. The steps are: 1. Listen (dark purple), 2. Learn (grey), 3. Believe (maroon), 4. Change (black).

Listen

Learn

Believe

Change

FAKEQUITY — based on the premise that fakeness is bad, equity without action is fakequity.

Fakequity— Talk with No Action

You think you're doing equity work but you're really passing off a project as equity and perpetuating the same power dynamics with no community accountability. Systems stay the same but you anticipate different results by having a "if I build it they will come" approach. Same shit, different label. You still hold the power and are selfish with sharing it. You take the easy road.

Potlucks and Fake Community Engagement

You host a "multicultural potluck," as a way of "increasing diversity" and then you wonder why no one but people you know show up. When you want "feedback" or "community engagement" you invite people to come to your meeting and you lecture at them for two hours, use stats and meaningless lingo, and give them comment cards to fill out as a way of gaining feedback and don't follow up.

Forks and Shoes

You are a Fork amongst Chopsticks. You go to their place and inconvenience your schedule because you think that is what they want but you hold onto your own customs and beliefs. You leave your shoes on and you ask for a fork instead of using chopsticks or your hands as is customary in other cultures. You think you're a badass because you go out of your way to attend some cultural events where you were the only person that looks like you. You still hold a lot of the power and do most of the talking.

Awareness Raisers — All the Talking

You go to their place, but you at least think ahead and ask if you can bring food. Congratulations you remember to take off your shoes and you mastered the chopsticks. However it is still your meeting and you do all of the talking and hardly any listening. You fail to follow up and there is little to no accountability.

Equity Brave

You practice equity in your work. You are thoughtful and gracious and speak up for those not at the meeting. You promote equity by telling people to stop talking to you and listen to the community. You work to change policies, procedures, and systems to be more inclusive and thoughtful, but you still hold onto your seat at the table. People seek you out for too many committees. You are very good looking.

Equity Champion

You play a supporting role and let communities (disproportionately impacted communities, communities of color, etc.) lead. You use your position and influence to encourage accountability to the community. You open doors for others who are the most impacted. You relinquish control and know the work isn't about you. You practice accountability back to the community. You have a glow about you and you smell nice.