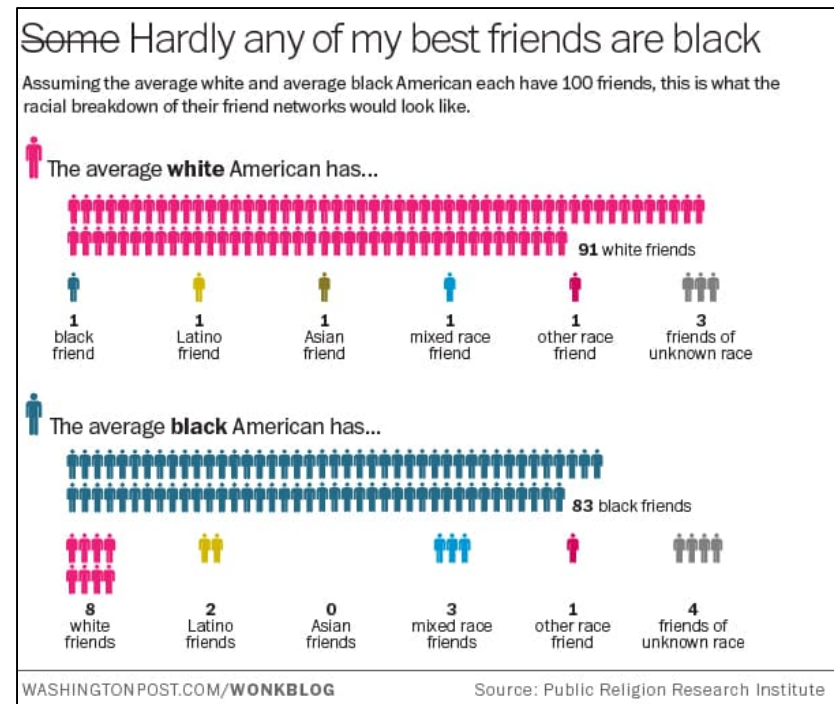


# Diverse Communities, Separate Lives

Even in diversifying communities, our social lives tend to remain homogeneous

- $\frac{3}{4}$  of White people don't have a person of color in their immediate social circle
- As neighborhoods diversify, people tend to cling more tightly to groups with similar cultural signifiers
- Structural racism tends to reinforce racial segregation regardless of diversifying communities
- *Our immediate social networks tend to play a large part in forming our ideas and assumptions about the world*



# Principles of Inclusive and Equitable Civic Engagement

Embracing the Gifts of Diversity

Realizing the Role of Race, Power, and Injustice

Radical Hospitality: Invitation & Listening

Trust-Building & Commitment

Honoring Dissent and Embracing Protest

Adaptability to Community Change

*Principles point us towards the questions that guide us toward equitable engagement*

# Embracing the Gifts of Diversity

- **Expand Our Ideas of What 'Gifts' Are in Our Communities & How We Can Honor Them In Our Environments**
  - **Non-Traditional Leadership Opportunities**
    - South Side Neighborhood Leadership Academy
  - **Events/Activities related to diverse topics/locations**
  - **Modelling Behavior: Appreciative Inquiry**
    - Questions about characteristics of success
    - Questions about personal skills and abilities
    - Wishes for the future

- Using 'Bridging' Social Capital to Increase Meaningful Engagement
- Understanding That Communities Are Not Monolithic
- Valuing All Scales of Civic Engagement
- Recognizing the Many Types of Community Leadership

# Recognizing Race, Power, and Injustice

- **Believe the community members when they talk about their experiences of marginalization**
- **Modelling Behavior: Ethnographic Inquiry**
  - **Invite people to share their stories in their time and in words that are familiar**
  - **“Can you tell me about some experiences you’ve had with meetings like this before?”**
  - **“What do you typically call this type of situation?”**

- Recognizing the Historical Inequities in Our Communities
- Awareness of Racial Bias in Community Dialogue
- Awareness of Structural Power Imbalances
- Understanding that Power Sharing Involves Conflict

# Hospitality: Invitation & Listening

- How can we make belongingness the key part of every interaction?
  - Accessible places for community decision-making
    - Physically and culturally
  - Inviting people to share from 'where they are'
    - Topics that are relevant to those that are 'hard to reach'
    - Going outside of our 'comfort zones' with humility
  - Modelling Behaviors
    - Basic Listening Techniques (Attentive behaviors, reflections, clarifications, etc.)

- Bold and Courageous Hospitality
- Listening with Intention
- Engaging through Frames of Opportunity
- Belongingness

<https://www.youtube.com/watch?v=VFyDmiJHXso>

# Trust-Building & Commitment

- How can we give away the power that society inherently gives us?
  - Giving support while giving power
    - Emotional, Resources, Political
  - Modelling Behaviors: Negotiating the Agenda
    - “What are the most important topics to discuss today?”
    - “How is everyone feeling about the direction that we’re going?”
    - Leaving part of the agenda undefined

- Making and Keeping Promises
- Building Trust by Building Empowerment
- Mutual Accountability is Vital to Community Engagement

# Honoring Dissent and Embracing Protest

- How can we find and welcome disagreement?
  - Creating space for dissent and protest in formal engagement spaces
  - Modelling Behavior: Approaching disagreement with curiosity
    - Why would you want/not to make this change? (Desire)
    - Given the resources at hand, how might you go about it differently? (Ability)
    - What are the best reasons to proceed differently? (Reasons)
    - How important to take this new direction? (Need)
    - What do you think you're prepared to do right now? (Commitment)

- Difficult Conversations Must Be Embraced
- Holding the Tension of Different Perspectives
- Protest as a Valid Expression of Civic Voice

# Adaptability to Change

- How can we build change and discomfort into our norms?
- Embracing Uncomfortability As a Group
  - Share about uncertainties
  - Explore meanings of buzz words or emotionally charged terms
  - Reflect on assumptions
  - Expand range of experiences

- Flexibility and Openness to Change
- Changes in Civic Power Demand Extra Attention
- Change is a Challenging Journey





# Thank You & Questions



## CIVIC ENGAGEMENT: A TRANSFORMATIVE GUIDE

Home · Research · Civic Engagement: A Transformative Guide



MAY 23, 2016 2016, CIVIC ENGAGEMENT, OPPORTUNITY COMMUNITIES

**Civic engagement** is more than just a set of practices; it is also a set of conditions. The civic engagement environment is not only informed by what we practice, but by how we are positioned in our communities. This environment exists in the interconnection of our community and individual lives. How we practice civic engagement is tied to our access to resources and opportunities, which is dependent upon the (perceived and intended) motivations behind issue-specific public engagements.

Historically, people of color and low-income residents (and many others), have often not been invited to speak, assemble and associate in an authentic way. Their gifts have gone unappreciated.

In this guide, author **Kip Holley** shows how to transform the civic environment, from one of exclusion and mistrust to one of hope and endless possibility. Pulling from several case studies and real-world examples, *The Principles for Equitable and Inclusive Civic Engagement* provides a roadmap for communities that wish to spark real, transformative change.

DOWNLOAD OR VIEW THE FULL GUIDE

<http://kirwaninstitute.osu.edu/my-product/civic-engagement-a-transformative-guide/>

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