

# BUILDING INCLUSIVE COMMUNITIES

CHARI MULLEN, MBA, NDCCDP

DIVERSITY & INCLUSION DIRECTOR  
THE CITY OF FREMONT  
323 S. FRONT STREET  
FREMONT, OHIO 43420

1

## WELCOME

Community of Care Statement:

As a participant in this roundtable/meeting, we ask you to be respectful of your peers' thoughts and opinions. The intent of this session/meeting is not to be confrontational or argumentative with one another, but to be in a space where community members can be their authentic selves and share their thoughts and feelings within a civil manner.



2

---

## OBJECTIVES

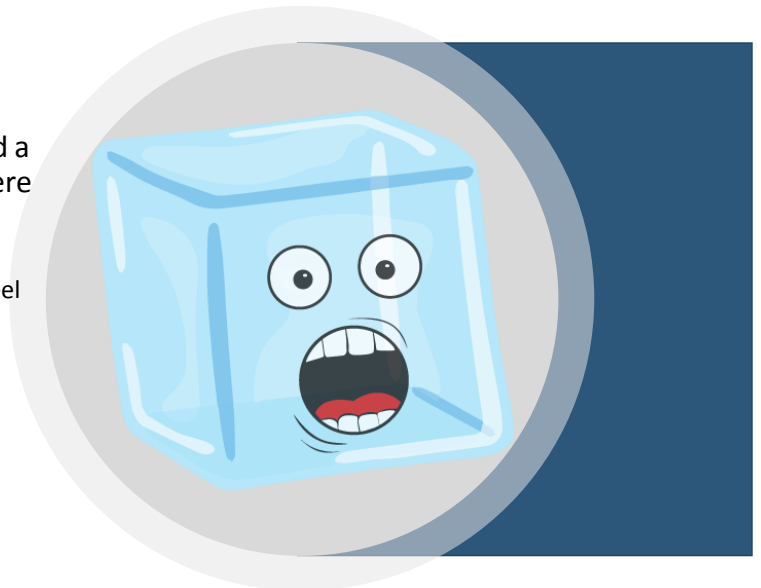
- Increase awareness of the types of diversity and challenges.
- Develop sensitivity to diversity
- The importance of looking for commonality, equality, & equity in the workplace.
- Defining the 7 Pillars of Inclusion.
- How to apply the 7 Pillars of Inclusion through practical application.




---

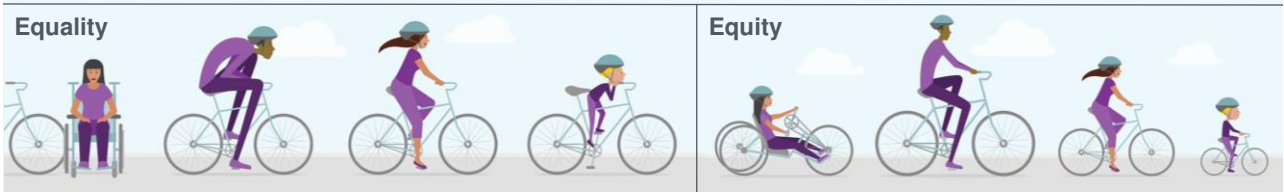
## ICEBREAKER

- Think of a time when you attended a meeting/event/gathering/etc. where you didn't know anyone in attendance.
  - How did another person make you feel welcomed and included?
  - What did they do or say?



# KEY TERMS & DEFINITIONS

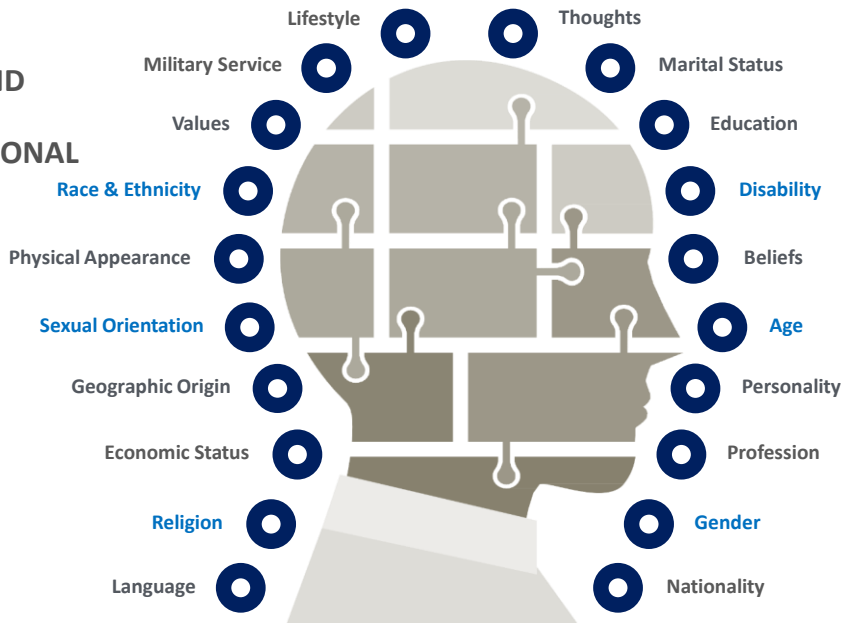
- 1 When everyone gets or has access to the same. **Diversity**
- 2 The mix of people within your organization. **Inclusion**
- 3 How you integrate that mix to enable your organization to thrive. **Equality**
- 4 When everyone gets what he or she needs. **Equity**



5

## A VIEW OF DIVERSITY

**DIVERSITY BEYOND BLACK & WHITE AND THE TRADITIONAL SIX STRANDS**

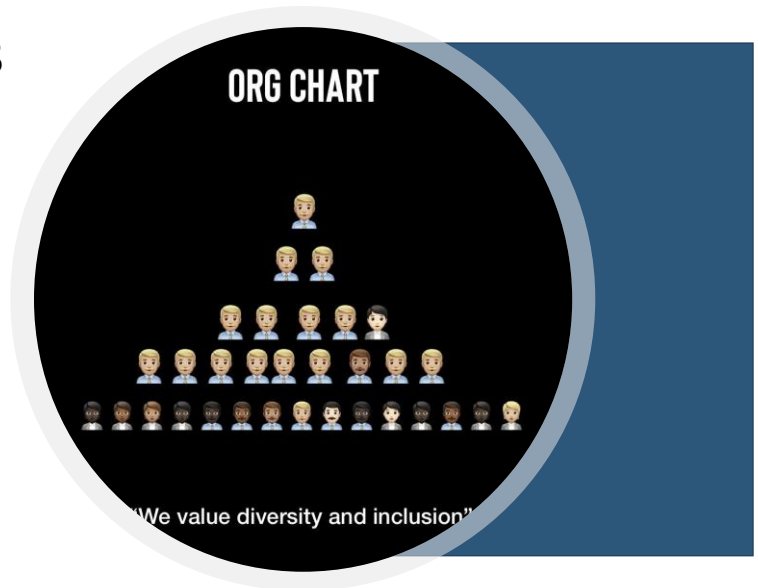


6

6

## DIVERSITY CHALLENGES

- Acceptance & Respect
- Accommodation of Beliefs
- Ethnic & Cultural Differences
- Gender Equality
- Disabilities
- Generational Gaps
- Language & Communication



## DIVERSITY - COMMONALITY ACTIVITY

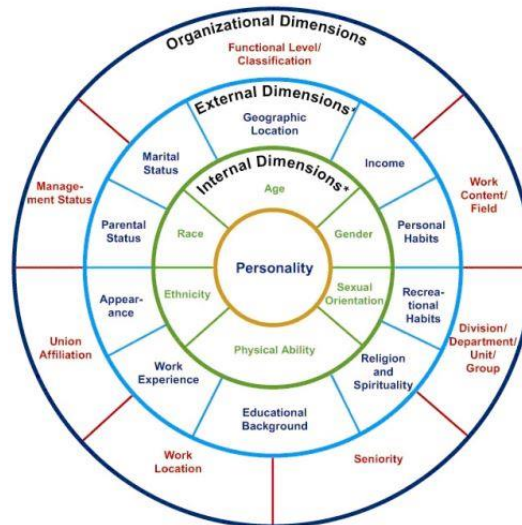
- Break into four (4) groups in each corner of the room.
- Pick two people from the group and have them face each other six or eight feet apart.
- The other participants will call out different characteristics (age, hair color, favorite food, etc.)
- If the two people have that characteristic in common, they take a step towards each other.
- If the two people differ in that characteristic, they take a step away from each other.

**IF WE DON'T LEARN TO  
TALK ABOUT OUR  
DIFFERENCES, THERE IS NO  
HOPE FOR ACHIEVING  
EQUITY, INCLUSION, AND  
BELONGING.**

Mary-Frances Winters, *Inclusive Conversations: Fostering  
Equity, Empathy and Belonging across Differences*



## THE IMPACT ON IDENTITY



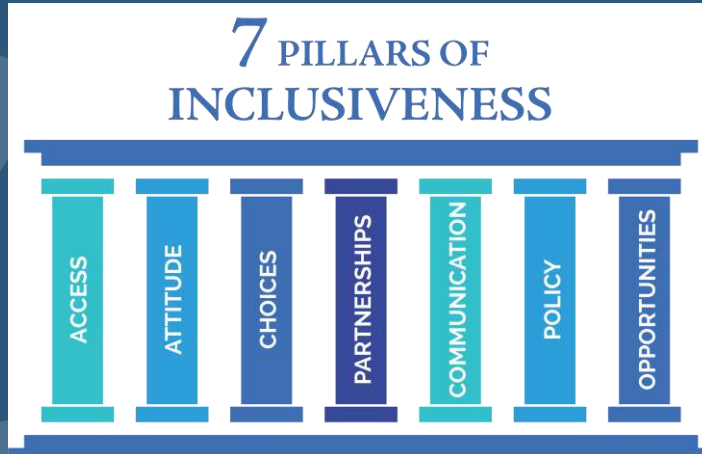
## IDENTITY EXERCISE

- Think about five identities that describe you.
- Write your name in the center of the star.
- Write each identity down on each point located on the star.



# THE 7 PILLARS OF INCLUSIVENESS

*Let's Explore!*



MODEL OF SPORTS INCLUSION BY PETER DOWNS

11

## THE 7 PILLARS OF INCLUSIVENESS

PILLAR 1: ACCESS



*How to get there and get in?*

PILLAR 2: ATTITUDE



*How willing are you to make it happen?*



MODEL OF SPORTS INCLUSION BY PETER DOWNS

12

# THE 7 PILLARS OF INCLUSIVENESS



## PILLAR 3: CHOICES

*What can you do?*



## PILLAR 4: PARTNERSHIPS

*Who will you work with?*



MODEL OF SPORTS INCLUSION BY PETER DOWNS

13

13

# THE 7 PILLARS OF INCLUSIVENESS

## PILLAR 5: COMMUNICATION



*Who will you tell?*



## PILLAR 6: POLICY

*How are people responsible?*



MODEL OF SPORTS INCLUSION BY PETER DOWNS

14

14

# THE 7 PILLARS OF INCLUSIVENESS



## PILLAR 7: OPPORTUNITIES

*What do you want to do?*



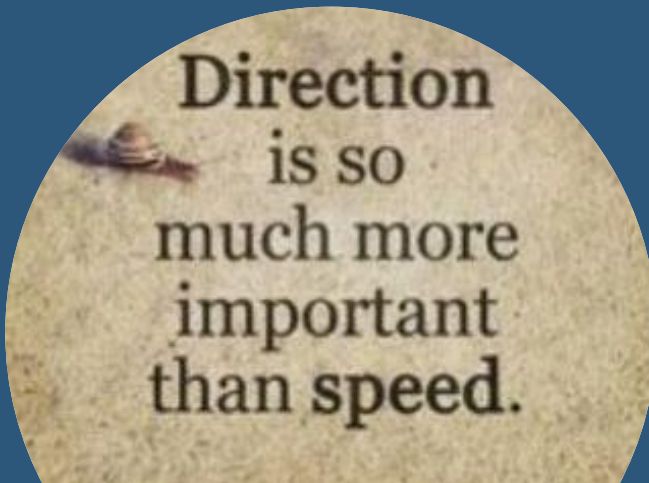
## BENEFITS OF IMPLEMENTATION

- Leadership
- Innovation
- Respect
- Productivity
- Growth
- Recruitment
- Compliance



# THE 7 PILLARS OF INCLUSIVENESS

*Practical Application*





---

## STAGE 1: LISTEN

### Stage 1: Listen

- Data Collection
- Courageous Conversations

### Stage 2: Strategy

- Data Analysis
- External/Internal Partnerships
- Strategic Planning
  - Year
  - Focus
  - Activities

---

## STAGE 3: IMPLEMENT

- Business Case
  - Case area
  - Value to the organization
  - Value to inclusiveness
- The Scoreboard
- Resource Groups



## THE 7 PILLARS OF INCLUSIVENESS SCOREBOARD KPI'S

Measurement	Goal Result	Defined Objective	Annualize Result	Evaluation Criteria	Status
<i>Attitude</i>					
Goal 1					
Goal 2					
<i>Access</i>					
Goal 1					
Goal 2					



## STAGE 4: CONTINUOUS PROCESS IMPROVEMENT

- Assess
- Analyze
- Evaluate



# QUESTIONS?

“Be the reason someone feels welcomed, seen, heard, valued, loved, and supported.”  
- Unknown Author



# THANK YOU



Don't be afraid of  
change, because it is  
leading you to a  
new beginning

Joyce Meyer  
PICTUREQUOTES.COM

CHARI S. MULLEN, MBA, NDCCDP  
OFFICE OF DIVERSITY & INCLUSION  
CITY OF FREMONT  
323 S. FRONT STREET  
FREMONT, OH 43420  
PHONE: 419-334-5900  
CELL: 419-307-7973



CMULLEN@FREMONTOHIO.ORG



HTTP://WWW.FREMONTOHIO.ORG