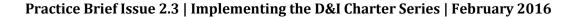
# Diversity and Inclusion Charter of Peel





# Recognizing and Supporting Diverse Neighbourhoods and Communities

The purpose of this practice brief is to (1) introduce our approach to equitable and inclusive neighbourhoods and communities; (2) examine some key strategies for recognizing and supporting diverse neighbourhoods and communities; and (3) make connections between inclusive neighbourhoods and community well-being. EDs/CEOs, managers, frontline staff, consultants, volunteers and community residents can use this practice brief in order to implement some of the key commitments in the D&I Charter of Peel.

#### **INTRODUCING THE ISSUE**

A multi-level, cross-sectoral and collaborative process, recognizing and supporting diverse neighbourhoods and communities requires that several stakeholders i) engage in self-reflexive practice; and ii) take deliberate and concerted action to ensure that neighbourhoods/communities are well equipped to thrive and prosper. Understanding and responding to the intersections of economic & political, spiritual & psychological, social & cultural, and physical & ecological spheres of community life is key to fostering greater social inclusion within neighbourhoods and communities.

As defined by the D&I Charter Initiative, inclusive neighbourhoods/communities are those in which **COMMUNITY ASSETS** are valued, **CREATIVITY** is showcased, **NETWORKS** are developed, **SAFE/WELCOMING SPACES** are fostered, **LOCAL ECONOMIES** are strengthened, **HEALTH/WELLBEING** is prioritized and **DIVERSITY** is celebrated (Tamarack Institute, 2013). The outcome is ultimately the creation and sustenance of connected, resilient and healthy communities where people feel valued on a daily basis.

#### 'HOW TO': TIPS AND SUGGESTIONS

There are a number of key strategies that can be employed in order to ensure the recognition and support of diverse neighbourhoods and communities:

- Consistent Self- Reflection, Recognition of Diversity: As individuals, it is important that we identify
  what our social identities are and where our privileges lie; and acknowledge the diversity of our
  community both in personal and professional practice
- Meaningful Community Engagement & Regular Assessment of Needs: Service providers and public
  institutions must ensure that diverse needs are assessed appropriately in developing programs and
  services, and that communities are engaged throughout
- Responsible Decision-Making & Resource Allocation: Decision makers, funders, community foundations, public/private institutions, and local governments must take ownership of inclusive community development
- Commitment to a Transparent, Egalitarian & Accountable Justice System: Lawyers, case workers, and law enforcement officials are responsible for keeping all neighbourhoods/communities safe and ensuring everyone has equal access to justice
- Deliberate Capacity Building & Leadership Development: Public institutions, local governments and funders can support inclusive neighbourhoods by enhancing local capacity and working to develop, recognize and support diverse leaders
- Conscious Planning, Policy Development, Service Delivery: Decision makers, local governments, policy analysts, and urban planners should invest in social infrastructure, design/maintain inclusive spaces and programs, focus on inclusive growth, and commit to increasing local access to resources
- Critical Questioning and Advocacy: Students, researchers and community advocates can support
  inclusive community development by thinking critically, questioning systems, advocating for change, and
  engaging in social innovation

#### **RESOURCES & MORE INFORMATION**

- PowerPoint Recognizing and Supporting Diverse Neighbourhoods and Communities
- Webinar Recognizing and Supporting Diverse Neighbourhoods and Communities
- D&I Charter Practice Brief 1.2 Partnering and Collaborating to Ensure Equity and Inclusion
- Deepening Community Online Learning Platform, Tamarack Institute
- Healthy Peel By Design Region of Peel, Public Health Department

### MAKING CONNECTIONS: INCLUSIVE NEIGHBOURHOODS AND PROSPEROUS SOCIETIES

When you commit to recognizing and supporting diverse neighbourhoods and communities, you are:

- Starting to 'live' the commitments in the Charter!
- Facilitating full participation in the social, cultural, and economic life of neighbourhoods
- Deepening the feeling and reality of belonging for individuals
- Contributing to a more vibrant, productive, engaged and connected community

## WHICH CHARTER COMMITMENTS AM I IMPLEMENTING?

- ✓ Integrating the values of equity and inclusion into personal lives, work, relationships and participation as residents
- ✓ Supporting vibrant neighbourhoods where diverse people come together as communities
- ✓ Providing ongoing learning that facilitates equity and inclusion at individual, organizational and community levels
- ✓ Partnering and collaborating to support and build equity and inclusion
- ✓ Celebrating Peel Region's rich diversity
- ✓ Enabling full participation and engagement by all through equitable access to information, services, opportunities

