

Shaping our Future



Building Inclusive Communities

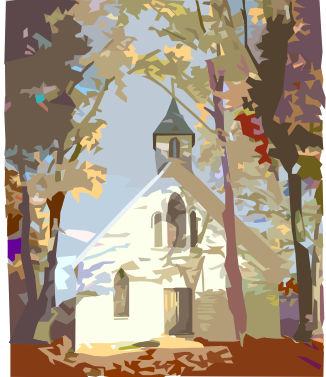
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What is Community?



What is an Inclusive Community?



Inclusive Means...

- All people have access to quality community necessities and amenities
- All people, regardless of any difference, have the same opportunities to take part in all aspects of community life
- All people, regardless of any difference, have a sense of belonging and respect in the community





Challenge 1

- A new young Doctor has moved to your community with his family. He is originally from Africa. After 3 months you begin hearing complaints from residents saying,
 - “You can’t understand a thing that guy says, We want someone who speaks English.”
- The Doctor and his wife have 2 young children. The Doctor says his kids are being called names and left out at school and he is thinking of moving.

Challenge 2



- Emily, who is 83 drives the local ladies around town to do their errands and from time to time into the city. One day, Emily hits the gas, instead of the brake, and puts her car through the local Co-op's window. Emily loses her licence, and the ladies their driver. They request to meet with council as they feel they will now be isolated from the community.

Challenge 3

- A group of parents from the local high school have purchased a lot in your new development. They want to build a home for their 4 intellectually challenged youth, who are graduating from high school this year. One of the youth is also a wheelchair user. The neighbors are calling the parents complaining the house will drive down property values. The parents of the youth want your help. What can you do?



Challenge 4

- You are planning to convert some farmland into a residential development. Knowing you will be welcoming 500 new immigrants to work in the local plant, you meet with the developer to discuss creating some “affordable” housing. Local people bring a petition to stop the build, feeling that they already have their “fair share”, of “those people”, and this type of housing breeds criminals. How are you going to approach this?



Challenge 5

- A group of young Moms have been meeting at the local coffee shop on Wednesday mornings. You receive a call from the owner telling you the kids are noisy and “paying customers” are complaining. In his day, Mom’s stayed at home with their kids. He wants them to go somewhere else. Two of the Mom’s have come to you asking for help as they feel this is unfair. What will you recommend?



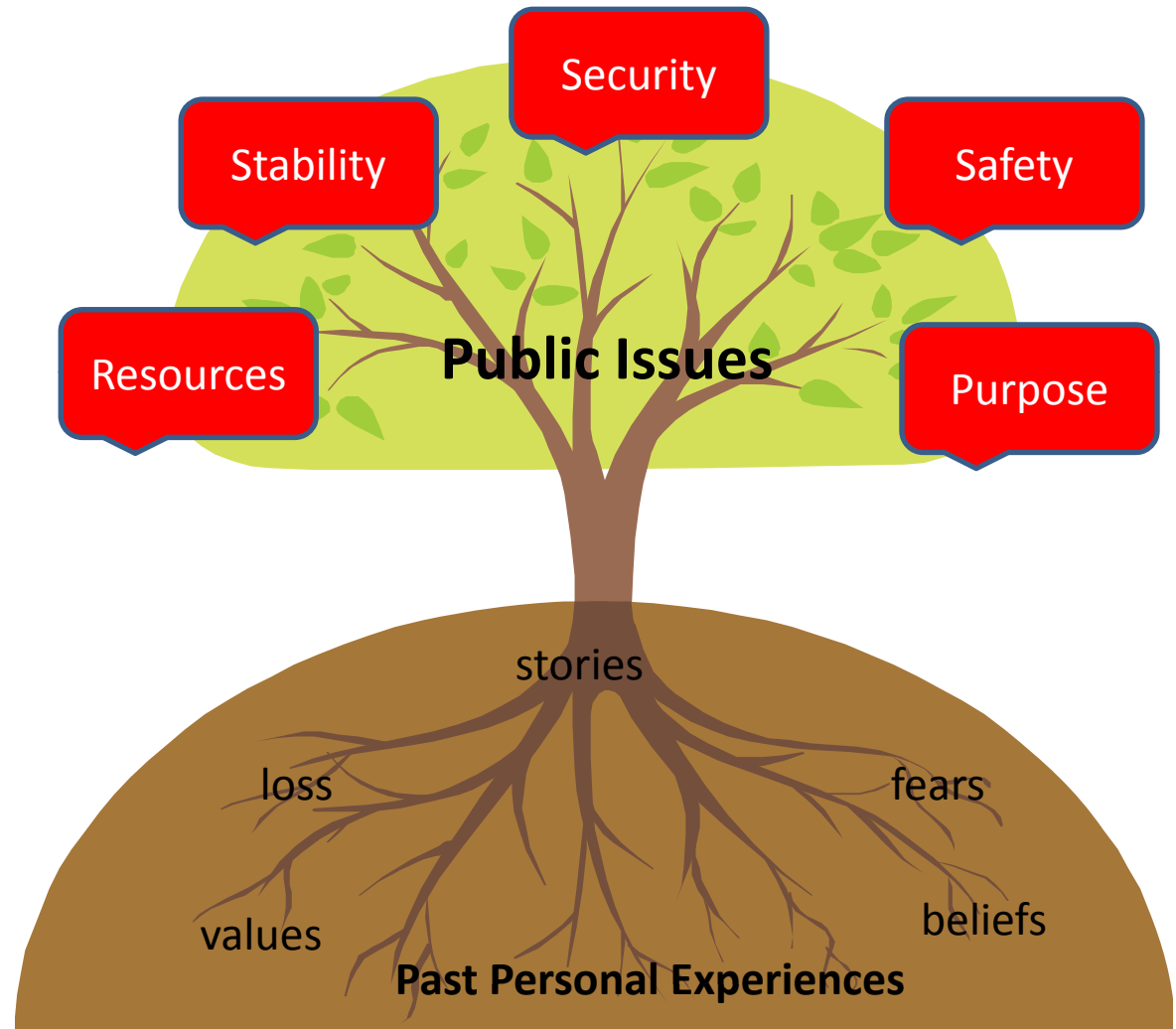


Challenge 6

- The student council president of the local high school requests a meeting with council. She says she thinks council doesn't understand or care about youth in the community, everyone has plans to move away. "Everybody says teenagers are nothing but trouble, **we want some say** in what happens in our community"! What can you do as council to provide some opportunities for youth to participate?

Barriers to Change...

- Communities have deep roots and deeply rooted beliefs...you need to look below the surface to find out what's really motivating folks





Everybody's Talking?

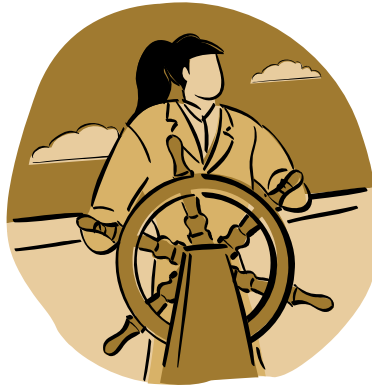
On your cards write one or two examples of what people say or do when they don't want new or different people to be part of their community?

- What is at the root of these concerns?

Pass your card to the next table

What's your Line?

Roles of Municipal Leaders



At your table come up with 1 or 2 ways you can address this concern, be prepared to share your answers with the whole group.

Answer this question:

Before this came up we could have....now that it's out we can....



Lessons from the Field

Educate, Involve, Engage, and
Lead

Educate

- **Learn from the past:** Honor and draw on past experience, use old photos, historical information to show how communities have changed.
- **Communicate :** Prepare educational materials in a variety of formats (text, visual, internet, newsletters, seminars, focused conversations with experts) to communicate to a diverse audience.
- **Cultivate Support now:** *“It’s much easier to educate people and secure their support for housing and services **when citizens are not fighting** to keep them out of their own back yards”.*

Involve

- *“The intensity of a citizen’s opposition to a project is often related directly to how insulted or ignored the resident feels. People who see themselves as community leaders—expect to be consulted”.*
- *“Decisions on controversial issues are not usually made at public hearings; they are made before the final hearing through informal contacts and meetings”.*



Engage

- Identify informal neighborhood and community leaders who will be able to influence public opinion.
- Take steps to address legitimate concerns/complaints and be prepared to change or accommodate an outside mediation process to resolve objectively.



Provide Leadership!



- Above all, everything you do should be good for the growth of the whole community.
- Identify barriers to inclusion, talk about them, and change what needs to be changed.
 - Lead by example: Everywhere you go, maintain a clear and strong supportive position for development that meets the needs of different people, and be prepared to speak knowledgeably.



And finally, *Share*
Success Stories

People who share a common direction and sense of community can get where they are going more quickly and easily because they are traveling on the thrust of one another.